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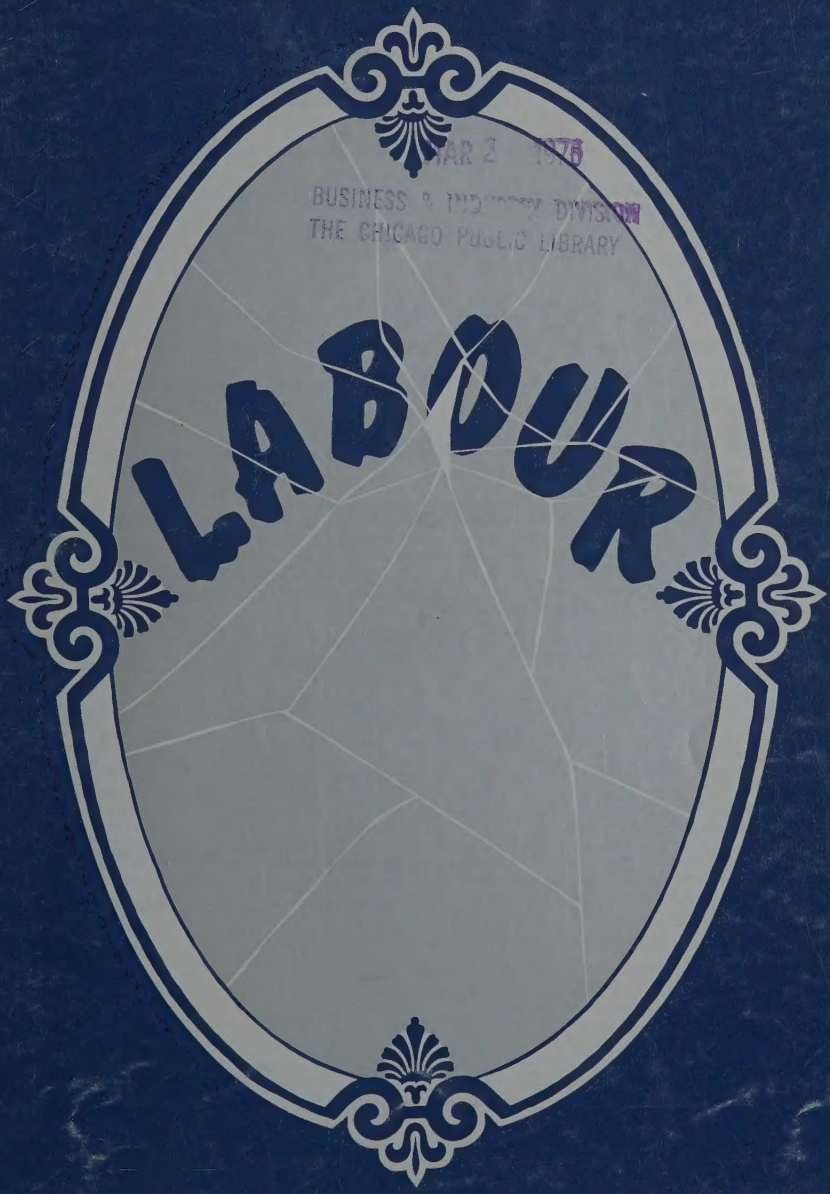

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Labour attempts to repair its shattered image

the labour gazette

Monthly Journal Canada Department of Labour

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Celebrating 75 years of service
Au service des Canadiens depuis 75 ans

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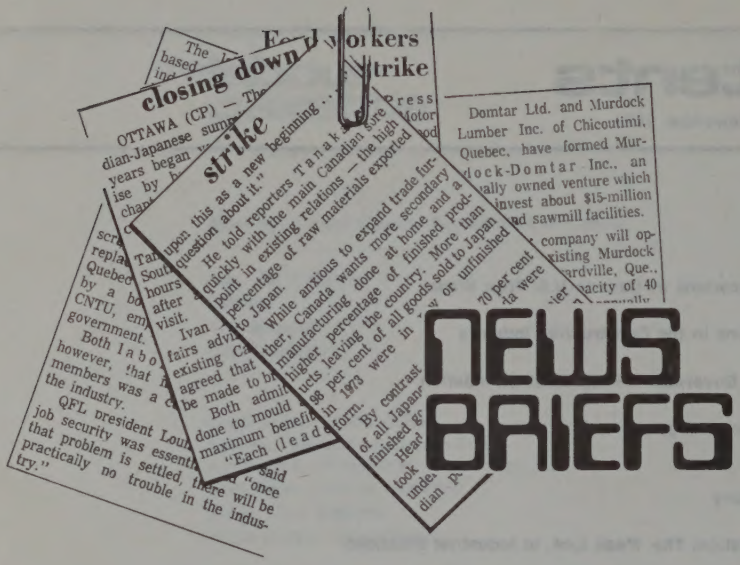

closing down
strike
Domtar Ltd. and Murdock Lumber Inc. of Chicoutimi, Quebec, have formed Mur-dock-Domtar Inc., an equally owned venture which will invest about $15-million in two sawmill facilities.
NEWS BRIEFS

Industrial Accidents Increase in Quebec

The number of industrial accidents in Québec has increased by 23 per cent since 1973. A report in the *Montreal Gazette* gives several reasons—the expansion of high-risk industries such as construction and mining, the use of new chemicals in industry, production speed-ups, and the recent growth of some technological, high-risk industries.

"Fully one in five workers was at least temporarily off the job last year because of sickness or injury," says staff writer Gordon Barthos. "The number of serious accidents jumped 13 per cent in one year to almost 300,000, according to 1974 employer reports to the Québec Workmen's Compensation Board. The number of less serious accidents reported increased by 8 per cent to nearly 175,000."

But there were fewer deaths from on-the-job injuries or illnesses last year: 261 compared with 308 in 1973.

Barthos also writes that accidents and illnesses drained $1 billion from the provincial economy last year in 9.5 million lost man-days of production, and in compensation, medical and rehabilitation costs.

He quotes Jocelyne Everell, a safety adviser for the Confederation of National Trade Unions, as saying negligence causes most accidents and that "except for acts of God, most accidents can be prevented."

The report says Quebec still has no unified safety code: "Enforcement of accident prevention laws is divided among seven government departments, all of them understaffed."

Later, Barthos told a CBC radio interviewer he has no reason to believe the picture is any brighter in other provinces.

Quebec's Common Front Criticized by Press

A sociology professor at Laval University says editorial writers of six major Quebec newspapers portrayed the 1972 Common Front strike by Quebec's provincial government employees as a revolutionary political movement rather than as a labour movement.

A research paper, by Claire Chamberland says the basic wage and contract demands of the Common Front were often ignored by editorial writers. Instead, the newspaper editorial pages stressed the unions' political motives, and condemned the violence that accompanied the Common Front strikes.

An 11-day strike in April closed schools, hospitals and government offices. In May there was an eight-day strike after three labour leaders were jailed for contempt of court.

Chamberland's 85-page paper analyses 140 editorials published between February and September 1972 in Quebec City's *Le Soleil* and in five Montreal papers—*La Presse, Montreal-Matin, The Montreal Star, The Gazette* and *Le Devoir*.

Chamberland concludes: "The newspapers saw themselves as defenders of the public good, the existing order, which they believed was threatened by the Common Front. They viewed the activity of the Common Front as revolutionary, and the social climate during the strike, as anarchical."

Letter Carriers' Election

Robert McGarry of Toronto was elected president of the Letter Carriers' Union of Canada at the union's convention at Niagara Falls. He succeeds Roger Decarie who

eclined nomination for a fourth three-ear term.

thers on the incoming executive: Villiam Findlay, Toronto, executive ice-president; James Mayes, ancouver, and Jacques Desjardins, lontreal, general vice-presidents; and obert Hamilton, Vancouver, secretary-easurer.

Problems of Shift-Work

A U.S. union official is pleading for more understanding of the problems of shift-work.

John Zaluski, director of research for collective bargaining for the Allied Industrial Workers of America, says one in four Americans employed in cities is on shift-work. He predicts the proportion will increase as more industries turn to continuous process and become more capital-intensive.

"Despite this great prevalence of shift-work schedules, there is little known about their effect on the human being—the worker—who must work these topsy-turvy schedules," he writes in RWDSU Record, the official journal of the Retail, Wholesale and Department Store Union.

Zaluski points out some obvious effects of shift work on employees' social life, including that they are less able to participate in political life or parent-child community functions, most of which are held during the evening. As a result "the shift-worker is thus unable to establish his or her parental role through these normally accepted means within the community."

The average worker gets 7.5 hours of sleep a night, while shift-workers average 6.5 hours, and those on a night shift only 5.5 hours, he adds. He says shift-work interferes with a person's normal 24-hour sleeping-waking period, and that rotating shifts are particularly difficult for workers to adjust to.

"Studies strongly indicate a direct relationship between shift-work and physical health," Zaluski writes. Special consideration may be necessary for a relatively small number of workers "whose bodies simply cannot adjust to a changing sleep-work pattern .

"The economic and social need for shift-work in our complex society appears to be compelling," he observes. "The economic advantage is that capital investment in plant and equipment is utilized to its maximum.

"But the non-official costs of shift-work are personal, tending to reside with the individual shift-worker and his family. It is clear that there are sociological costs to the shift-worker and there is no clear-cut answer to the social problems of the shift-worker, but there is a need for a greater sensitivity and understanding of the problems these workers have."

Costs of Alcoholism

A federal government study in the U.S. estimates that alcohol misuse costs $9.35 billion a year in lost production through absenteeism, wasted time on the job, inefficiency, faulty decision-making, accidents, and rehabilitation costs.

The labour-management committee of the National Council on Alcoholism has an even higher estimate, $12.5 billion, and says there are nine million alcoholics in the U.S., five million of them employed—more than 4 per cent of the labour force.

Several companies are starting to treat alcoholics instead of firing them, but while alcoholism is increasing, many authorities feel there are still too few rehabilitation programs available.

Johns Hopkins University examined 500 contracts in force in 1972 containing clauses related to occupational safety and health covering 1,000 workers or more in industries with high accident or mortality rates. It found that only 29 contained specific language on alcoholism—19 contained clauses calling for discharge, 9 for disciplinary action other than mandatory discharge and one said only that alcoholic beverages were not permitted on the job. Not one contained language providing for medical treatment and care of alcoholic workers nor for insurance to cover the cost of such care.

More Joining Unions

Membership in unions and employee associations with headquarters in the United States rose by 4.8 per cent to 24.2 million between 1972 and 1974. Membership in unions alone rose by 700,000 and the U.S. Bureau of Labor Statistics says this is the highest two-year gain since 1966-68. The 3.4 per cent increase brought total union membership to 21.6 million

AFL-CIO Courses

The AFL-CIO Labor Studies Centre is offering 28 training courses for full-time officers, representatives, or staff members of unions. Most of the one- and two-week programs will be at the centre's 47-acre campus in Maryland, but some will be at state universities in Alabama, Colorado, Illinois, Michigan and California.

Topics include public speaking, writing, presiding, administration, media relations, budgeting, psychology, economics, corporate power, international affairs, women in the labour force, arbitration, negotiations,

organizing, pension plans, worker education, shop safety, and civil rights.

There is no tuition fee for the courses but class size in each is limited to 25, with no more than three from any one national or international union.

"Life" for Boyle

W. A.(Tony) Boyle, a former president of the United Mine Workers of America, has been sentenced to three consecutive life prison terms. He was sentenced September 11 in Media, Pa., after his conviction in the assassinations of a rival for the union leadership, Joseph Yablonski, and Yablonski's wife and daughter in their home in Clarksville, Pa., on New Year's Eve, 1969. Eight other people charged in the slayings either pleaded guilty or were convicted of first degree murder.

Boyle is to start serving the sentences in Dallas, Pa., after he completes a three-year federal sentence in Missouri for misuse of union funds.

Job Future Bleak For University Grads

A Canadian survey predicts bleak job prospects in the 1980s for many new university graduates with bachelor's degrees in engineering, chemistry, business and commerce.

In engineering, the survey predicts a shortage of new graduates until 1978, but from 1978 to 1985 available graduates will range from 2,900 to 3,300 a year while demand will fall to a 30-year low of 1,500 by 1984.

The supply of new graduates in chemistry is expected to be twice the demand during the next 10 years, and employers are likely to hire graduates from honours courses in preference to the more numerous pass graduates.

Job prospects for business and commerce graduates are reasonably good until 1978, when a sharp decrease in demand is foreseen largely because of a declining birthrate growth and, consequently, a decline in consumer demand.

The study was commissioned by the Technical Service Council, a non-profit placement and personnel counselling firm run by industry, because, it said, research indicated that a high school graduate had no way of estimating the job prospects of different university programs. Similarly, employers could not plan new plants with assurance that qualified graduates would be available.

The council says a bachelor's degree is the qualification most in demand by industry, but that 40 per cent of graduates with bachelor's degrees do not enter the labour force soon after graduation. It adds: "Recent experience suggests that Master and PhD graduates in the courses studied will have trouble securing positions."

More Labour Education

At least three Canadian post-secondary institutions are showing a greater interest in labour education this year. McMaster University in Hamilton has launched a program of six 13-week courses leading to a certificate in labour studies, Capilano College in Vancouver is offering 15 courses in a labour studies program, which, its co-ordinator says, will have "a definite partisan labour approach", and Loyalist College of Applied Arts and Technology in Belleville, Ont., is launching a course on "History of the Trade Union Movement in Canada", as a beginning of a labour studies program at the college.

High schools in Hamilton also will have more labour education available to their students, if they want it. The Hamilton and District Labour Council has made available a 20-member speakers' bureau, and in a brief to the board of education has asked that a labour education section be set up in each secondary school library.

Printers Sign 10-Year Pact

The Minneapolis Star and *Tribune* and the International Typographical Union have signed a 10-year collective agreement. It guarantees lifetime jobs to the dailies' present 389 printers, but gives management the absolute right to automate the composing room and to assign work as it sees fit.

The contract provides that manpower cuts may be made only through attrition, and it ties wage increases to those won by other blue-collar unions at the newspaper.

Long-Term Agreement

An agreement covering 11 1/2 years and prohibiting strikes and lockouts has been signed between Manitoba Hydro and the Allied Hydro Council of Manitoba, which represents workers at two big construction projects that are part of the hydroelectric development on the Nelson River. It provides for settlement of grievances and jurisdictional disputes. Wages and fringe benefits are escalated with reference agreements that are negotiated in the Winnipeg area.

Prisoners to Get Unemployment Benefits

Under a new employment program, prisoners will earn more, pay unemployment insurance premiums

and be eligible for unemployment insurance when they are released.

The pilot program is to be launched next June at the Joyceville medium-security prison near Kingston, Ont. Prisoners' pay will start at approximately 60 cents an hour but will be scaled upwards to $2.60. They will be assessed a portion of their earnings for lodging.

About 1,650 prisoners are employed in an existing program in which their pay rate is from 70 cents to $1 a day.

Management Productivity

More and more companies are becoming concerned about the productivity of professional and management employees, and a professor of business at the University of Western Ontario has given them more reason for such concern.

John Howard, a management psychologist, writes in *The Business Quarterly*, Western's management journal, that changing attitudes toward jobs and career are affecting productivity.

He finds a growing interest among managers in the possibility of joining collective bargaining units; a tendency to turn down promotions at a relatively young age—"accompanied by an easier readiness to 'settle in' and perhaps stagnate"—less willingness to accept transfers "with a greater reluctance to move geographically;" early and unexpected retirements; a growing interest in second careers; a general re-evaluation of the "success ethic", and a decline in corporate loyalty and attachment.

Howard bases his conclusions on surveys made both in the U.S. and in Canada. He says corporations must learn how to contend with two types of problem managers: "rustouts" and "burnouts".

The rustouts have risen to a level and settled in—sometimes at a job that has become obsolescent or for which their skills are obsolescent. The burnouts are ambitious, aggressive, impatient individuals who work 12 hours a day, travel continuously and drink milk to soothe executive ulcers.

"The managerial rustout lacks enough pressure on his job to secure his best performance," Howard writes. "The managerial burnout has too much pressure, has passed the peak, and is on the downside of the performance curve."

Perhaps a redefinition of success is at the heart of changing managerial attitudes, Howard suggests. He cites a survey of 2,000 managers by the American Management Association, which found that the old success criteria—greater material reward, career advancement, recognition and community status—are giving way to new ones: greater job satisfaction, more meaningful work, domestic tranquility, good health, and job and financial security.

"Those who are still writing articles about how to get to the top had better check to see if anyone still wants to get there," he adds.

Howard finds the problems of productivity particularly acute at the middle-management level, and says that whatever the causes, ad hoc and piecemeal answers won't do to ensure high productivity:

"Organizations have to begin developing systematic ways of handling inadequate performance and the possibility of low productivity among managerial and professional employees."

If he is right, the outlook is not bright for middle-management productivity. Howard says he has just completed a survey of 12 major corporations, eight in Canada and four in the U.S., and found that not one of them had "a systematic method of redirecting managers back into a stage of involvement, commitment, and personal growth."

Britain Pledges Industrial Democracy

Britain's Labour government has pledged that it will introduce legislation to foster industrial democracy, including trade union representation on company boards of directors, during the 1976-77 Parliamentary year.

A committee is being set up to inquire into the issue, and its findings are expected within a year. The recommendations are likely to form the basis of new legislation.

Bad References Opposed

A union lawyer says West German employers have devised a code to get around a 12-year-old federal court ruling that forbids them to give bad references to employees who leave their jobs, except in such extreme situations as constant drunkenness at work.

The lawyer says the code is used in half of the 15 million references issued in Germany every year, and, after one successful challenge, he is advising employees who suspect their reference contains an adverse evaluation to take the employer to court.

He says, for example, that the sentence: "He has made efforts to comply with the tasks he has been trusted with, to our satisfaction," really means: "His performance was inadequate." "He has always set an example concerning his punctuality," really means: "he is lazy and has not achieved anything," and "his sociability

has contributed much to improving the working atmosphere at our company," means "he is a habitual drunkard".

Males Seek Equal Pay

Production was disrupted at Copenhagen's Carlsberg and Tuborg breweries during August in an unusual equal-pay dispute: male workers were seeking equal pay with female workers.

Male and female employees are represented by different unions at the two firms, which are associated but have separate managements. The women's union accepted a productivity plan in the spring which provided for higher earnings in return for some redundancies. The men's union turned it down and as a result the male workers found themselves earning less than women for the same work.

Swedish Women Happy

Women doing jobs that were traditionally regarded as men's are happy in their work, according to a study by the Swedish Institute. The study, entitled Sex Roles in Transition, says this is largely because women no longer feel isolated in their homes.

The report says the Swedish labour market is still divided according to sex, and that women are restricted to 25 categories of trades and professions while about 300 categories are accessible to men.

Irish Worker Reps.

The Irish government is preparing legislation that would put workers' representatives on the boards of directors of seven state-owned organizations, including the national airline, Aer Lingus.

One third of the board members would be elected from the work force by secret ballot under a system of proportional representation. The worker-directors would serve for three years, and would have the same rights and duties as other directors.

OECD Code for MNCs

Unions are showing increasing optimism that the Organization for Economic Co-operation and Development will adopt a code of conduct for multinational corporations before the end of the year.

The 13-point code was drawn up by the OECD's trade union advisory committee. It covers such topics as industrial relations, capital movement, mergers, prices, transfer of technology and access to company data.

The U.S. government has withdrawn its opposition in principle to the code, and it is getting increasing support from several organizations, including the AFL-CIO, the International Labour Organization and the International Confederation of Free Trade Unions.

The committee leaders also want a program based on the code presented to the United Nations. The UN's economic and social committee is currently considering the multinationals issue.

EEC to Get Labour Input

One result of Britain's "yes" vote in the referendum on the European Economic Community is that, for the first time, British trade unionists will take part in the activities of the EEC's economic and social council. The council draws together representatives of employer, employee, consumer and other groups—however its role is merely consultative.

British unionists appear skeptical of the committee's value, and Secretary Len Murray of the Trades Union Congress, says its delegation will spend the first year evaluating the committee's effectiveness.

More Paid Holidays

A survey of Canadian companies shows many are granting their employees more paid holidays than they did in 1973.

The survey was conducted by Facts Labour Relations, a publication of analyses and reports to industry of The Canadian Labour Views Company of Toronto. It covered 1,762 Canadian employers and 650,000 hourly-rated workers.

Of the employers, 39.1 per cent provided 10 paid holidays a year for their employees, 30 per cent granted 11 days and 12.2 per cent 9, as of July 1, 1975.

A similar survey on March 15, 1973 found that 43 per cent granted 10 days' vacation. The second largest category was 9 days—32.3 per cent—and the third largest 11 days—11.7 per cent. While the second and third categories have been reversed in the 1975 survey, the median remains unchanged at 10 days.

In the 1975 survey, employers granting more than 11 days had increased to 13 per cent from 4.3 in 1973. Only three employers provided 14 days in 1973, but in 1975, 23 granted 14 days and five granted 15 days, a category that did not exist in the 1973 survey.

The survey covered only the private sector of the economy, but Facts Labour Relations says it will soon

blish the results of a similar study the public sector including unicipalities, utilities, and boards of ducation.

astonguay Report on uebec Minimum Wages

report on minimum wages in uébec recommends that they be xtended to cover more workers and e indexed to average industrial ages.

he report, which has implications for ther provinces, was prepared by laude Castonguay, a former rovincial minister of social affairs.

He contends that minimum wages can be used to control poverty, and he recommends that they be extended to cover several categories of workers now excluded—farm workers, hotel workers who are partially compensated by tips, dairy, and laundry workers, some domestic servants and some commission salesmen. But he would still leave some workers not covered by minimum wage legislation, including real-estate, securities and insurance salesmen working on commission, part-time baby-sitters and live-in domestic servants. Castonguay also recommends that the lower minimum wage rate for people under 18 be ended. The report says people working for minimum wages show little variation in productivity according to age.

The provincial government, in accord with Castonguay's recommendations, raised the minimum wage to $2.60 an hour from $2.30, May 1. However, it has not indicated whether it will adopt his other recommendations to increase the minimum wage to $2.90 this November and to $3.15 by May 1976.

He recommends indexing the minimum to the average industrial wage as a means of ensuring that wages remain well above welfare payments. That could mean twice-yearly increases of 6.7 per cent.

However, a report in the *Financial Times* says minimum wages across Canada have risen by 46 per cent in the last two years, while average earnings in manufacturing have risen by only 39 per cent.

These were the minimum wages in effect in the 13 Canadian jurisdictions on July 28, 1975, with percentage increases from July 1, 1973: federal $2.60 (37%), Newfoundland $2.20 (57%), P.E.I. $2.05 (46%), Nova Scotia $2.25 (36%), New Brunswick $2.30 (53%), Quebec $2.60 (53%), Ontario $2.40 (53%), Manitoba $2.30 (31%), Saskatchewan $2.50 (43%), Alberta $2.50 (43%), B.C. $2.50 (25%), N.W.T. $2.50 (67%), Yukon $2.70 (35%).

New Base for CPI

Statistics Canada has changed the base reference year for its monthly Consumer Price Index from 1961 to 1971.

The conversion—from 1961 = 100 to 1971 = 100 – might appear to create some problems for people calculating benefits under existing COLA clauses, but Statistics Canada says it will continue publishing all CPI items on the old base as well as the new.

However, the federal agency recommends that 1971-based series be used in any new collective agreements.

Causes of Sex Bias

Sex bias arises not so much from discriminatory legislation as from social attitudes, "society's prejudices, myths and beliefs," according to a study published by the International Labour Organization. The study entitled Women at a Standstill: the need for Radical Change, published in the *International Labour Review*, says that while pressure for legislative action to end discrimination should continue, true equality can be achieved only by a revolution in the minds of both men and women to eradicate outmoded attitudes.

The study was conducted by Elisabeth Reid, personal advisor to the former Australian prime minister. She says the women's movement has been "bedevilled by piecemeal reforms—small concessions granted under economic pressure or for political gain—that have inevitably failed".

As an example of political concessions she cites the granting to women of extended leave for child-rearing, a concession won after years of hard and bitter struggle. If the aim was really to ensure that women could return to employment, then society would also have to make provision for extensive child-care facilities and more opportunities for part-time work, Reid says.

But since this has not been done, she contends that women with family responsibilities are unable to return to work even if they want to and even if jobs are reserved for them. This has "reinforced a wide range of prejudices about women's occupational irresponsibility.

"Employers will justly feel cheated, having held their jobs open; other employees will feel cheated out of an earlier opportunity for promotion and permanent employment," the report says. "Employers, trade unionists and fellow employees will all feel justified in saying that women are not serious about their work."

The report quotes ILO estimates that in most industrialized countries,

women's salaries are between 50 and 80 per cent of men's, even in states that ratified the ILO convention on equal pay and passed laws to end wage bias based on sex.

The study says a major reason for the gap between law and practice is that legislative action has not been accompanied by energetic measures to foster equality in training, employment and promotion.

The report also criticizes "blinkered reforms—reforms that set out to solve a problem only as it relates to women rather than those affected by it."

Protective legislation is given as an example. In the short term women may have benefited from it, but in the long term it has often worked to their disadvantage "by creating artificial and unnecessary barriers to their employment in certain occupations."

The report says legislation in most industrial countries opposes in principle, night work for women on health or family grounds. But it urges legislators to take a long look to see why women are prevented from working at night "bearing in mind that not all women have family responsibilities."

Women Entitled To Equal Pay

British women will be legally entitled to equal pay and conditions of employment from December 29 of this year, but they may not get these benefits immediately.

David MacDonald of the *Ottawa Journal's* London bureau says that although these rights will come into effect then, under the Equal Pay Act of 1970, "there are already murmurings in the treasury department and the Confederation of British Industries that 'now is not the time' for adding the costs of equal pay for women to the country's wage bill."

However, these private views of civil servants and the employers' group do not reflect the political attitude of the labour government, nor of the Trades Union Congress, which first publicly supported the principle of equal pay for women 80 years ago.

A royal commission studied the question between 1944 and 1946 and its report suggested that bringing in equal pay might cause high unemployment among men.

In 1955 a measure that took until 1961 to be implemented, gave equal pay to women in the non-industrial civil service, in non-manual local authority posts and in teaching.

The principle has gradually become established in several professions, including journalism, broadcasting, architecture and law.

Women form one third of the British labour force, and 55 per cent of women of working age are in or are seeking, paid employment. There are 8.5 million working women, 64 per cent of them married.

MacDonald points out that the act has been quietly working in their favour since its inception: Between March 1970 and March 1974 basic rates of pay for manual workers rose by 62 per cent for men and by 82 per cent for women.

A survey during the same period showed that in nearly two thirds of wage agreements giving different rates for men and women, women's rates had reached at least 90 per cent of men's by the end of March 1974.

"The reason for the doubt about all women getting equal pay this December is economic rather than political," MacDonald notes.

"In the current climate of economic slump in Britain, the industries most behind in the equal pay stakes are the ones most likely to go to the wal if their costs suddenly rise.

"Recognizing this, women workers in some factories have, in recent months rejected offered pay increases and made it clear that equality can wait for the moment.

"This has frustrated trade union officials working on their behalf, but has drawn the rejoinder, synthesized by one factory floor women's leader in Manchester recently: 'High wages are no good if your factory closes'."

Health Care Costs Rise

The proportion of national income devoted to health care is likely to continue to increase in the foreseeable future because people in the industrialized countries want vastly improved health facilities.

This prediction is contained in a report by the Geneva-based International Social Security Association, which sees no letup to rising expenditures on sickness insurance because "mankind is increasingly beginning to regard medical care as an absolute necessity, a belief fostered by the rapid progress of medical science".

The association says that although the report is based on studies of developed countries, there are lessons in it for developing states as well: "Events now taking place in the industrialized states would be a reality for the Third World, in the future".

It gives some examples of rising health costs. Spending under Austria's general sickness scheme will nearly triple in the current decade, and spending under the British National Health Service has risen by 3.5 per cent a year in the last 10 years. Spending on health care in Sweden has more than doubled between 1962

nd 1970, and in the U.S., 1970 pending on health care was two-and--half times that of 1960 and five mes the 1950 figure.

The increase in health expenditure is resent in all countries that have eached a certain level of economic levelopment, whatever their system of ocial coverage or the proportion of costs borne by the individual, and even where, as in the U.S., there is no general sickness scheme," the association finds.

The reasons for the spending increases are complex, but include several basic ones in most developed countries:

- The majority of populations are in the older age brackets and older people tend to consume more medical goods and services than do the younger age groups.

- Medical consumption is regarded as a priority need that must be satisfied at any cost, regardless of income level.

- Medicine has gone through a "complete upheaval" in the last 50 years, becoming both more effective and more expensive, and people appear prepared to pay the increased price.

- Medical care is becoming more and more specialized and often caters to the individual rather than to the masses.

For example, the introduction of systems for the electronic examination of heart patients has increased the cost of hospital treatment. Every year in the U.S. 15,000 patients receive a cardiac pacemaker that costs $1,500 and has a life expectancy of about three years. Now, a pacemaker has been developed with a nuclear battery that can last 10 years, but costs $5,000. The report says this means that every year 15,000 Americans may be paying $75 million for heart pacemakers alone.

The association says that doctors tend to contribute to increasing medical cost. Because they have a wide range of means of diagnosis and treatment at their disposal, practitioners tend to consider that their duty toward a patient demands that every form of examination and treatment that may be of use to them should be applied, even if the prospect of success is small.

The study also finds a clear link between higher health care output and insurance: "The operation of sickness insurance depends essentially on the production of health care; at the same time, the production of health care cannot develop fully unless there is a sickness insurance system."

Chances of a decrease in medical expenditures are remote because "all studies show that, in the present state of affairs, any increase in supply is almost immediately reflected in an increase in consumption. The health care market is far from having been saturated."

Unemployment Insurance

A U.S. study concludes that the social benefits of unemployment insurance far outweigh its disadvantages.

Stephen Marston, fellow of the Brookings Institution, says unemployment insurance may increase the incidence and length of joblessness and have certain inflationary attributes, but concludes that there is not enough information to support complaints that benefits actually subsidize unemployment.

He says it does prevent employers from taking advantage of workers when jobs are scarce, and that without it, workers competing for scarce jobs would undercut pay rates.

He also finds some subsidy features to unemployment insurance, primarily for unappealing jobs or those offering seasonal or unstable employment, but he concludes that without this subsidy many unskilled jobs would go begging, and points out that it is paid by both the employer and government in the U.S.

One result of unemployment insurance is that labour costs remain higher than they otherwise would, thus tending to keep prices up: "In a world of feeble labour demand and limited job vancancies, the inflationary impact of unemployment insurance seems more relevant than its unemployment impact."

Australian Information Service

Motorists in Australia stop at a cut-rate gas station partly owned by Australia's largest trade union organization, the Australian Council of Trade Unions.

ECC Study: Implications of Canada-U.S. Free Trade

A study prepared for the Economic Council of Canada disputes the long-held assertion that a free trade arrangement between Canada and the U.S. would threaten Canadian independence. Indeed, the study contends that continental free trade could result in a modest net gain in Canadian autonomy.

The study was prepared by Peyton V. Lyon, a political science professor at Carleton University in Ottawa, who drew on recent findings by students of international integration, and surveyed the political experience in contemporary free trade areas.

He concludes that if Canadians negotiate the right terms, they could derive substantial economic benefits from continental free trade "without having to pay a heavy price in terms of lost national autonomy and identity." It is quite conceivable, he argues, that Canada would become less dependent upon exports to the U.S. market because with free trade the prospects of increased efficiency in Canadian industry and the ability to export to third countries would likely improve. The manufacturing component of Canadian exports might also increase. Canada's long-term dependence on inflows of foreign capital should decline. With greater productivity, Canada would gain confidence in dealing with foreign powers, not least the United States. Canadians would have the means to spend more on welfare, regional development, pollution control, education, the arts, and foreign aid. This in turn would augment national cohesion, identity, and autonomy.

Lyon observes also that Canadians, complaining of the high political cost of continental free trade "may be referring simply to the fate of past governments that appeared to favour this option."

Lyon points out that for generations Canadians have been asserting that, while substantial economic benefits might well flow from continental free trade, the political costs would be prohibitive. Nevertheless, little effort has been made to assess carefully and systematically the probable political consequences for Canada of such an arrangement.

He says "independence" has been used with at least three meanings: status, the ability to define one's own goals, and the maintenance of one's own character and identity.

Regarding independence as status, he finds this anomaly: "Since the Second World War, Canadians have become less sensitive about sovereignty and are among the most willing to transfer important aspects of it to international agencies such as the United Nations. In continental matters, however, "independence as a status remains of critical importance and explains much about Canada's reluctance to establish formal bilateral institutions with the United States that have, or appear to have, elements of supranationality, even though such institutions might provide for equal rights.

"Canadians fear that Canada would be perceived by outsiders as inherently unequal and that doubts would be cast upon Canada's claims to sovereignty."

As for independence in defining goals and making and implementing policy choices based on those goals, Lyon observes: "In this sense independence is perceived to be constrained whenever national policies are influenced by the actions of foreign governments or agencies." It may, of course be limited also by "actions of foreign governments directed at the entire global system, or by developments, such as inflation, that are beyond the effective control of one government. However, when promoting independence in this sense, the greatest concern is to reduce the ability of foreign powers to penetrate the national political system or, in other ways, deliberately to limit its range of policy options."

Maintaining national character and identity is another matter: "An independent nation, it is held, must be able to develop in its own way when one can say precisely what that way is. The basic threat to Canadian independence is seen as the erosion of distinctive national values through fascination with the life style of, and events within, her superpower neighbour."

Basing his conclusion on the experiences of other free trade agreements—the European Free Trade Association, the Anglo-Irish and New Zealand-Australia pacts—Lyon adopts an optimistic view of Canadian prospects in continental agreements, which he says many hold as a "counter-scenario" to the more prevalent pessimistic view:

"The counter-scenario would begin with an acknowledgement that the two economies are substantially integrated and thát, in some respects, 'Canada is already at Washington's mercy.' But it would go on to challenge economic determinism, demonstrate that Canada exercises a considerable and growing degree of independence, and question the assumption that the overall trend in North America is integrative. Experience elsewhere would be cited to demonstrate that free trade areas

nd customs unions can achieve table equilibrium. Instead of gaining momentum, it is argued, international integration characteristically slows down, or reverses, as the national actors leave the economic-welfare issue area and approach questions bearing directly on national sensitivities. The greater wealth generated would facilitate implementation of policies—such as support for the arts, regional development and active foreign policy—that strengthen national consciousness and the authority of the national government. With the reduction in the disparity between their incomes and those of the Americans, Canadians would become more confident in their dealings with them and other foreigners. Because Canada would gain immunity to changes in U.S. tariffs and quotas, she would have less need to fear changes and to solicit special deals and exemptions. Her policy-makers would feel less constrained to keep on the good side of Congress, and the U.S. administration, and therefore could display more independence in global politics."

Lyon observes also that it seems universally agreed that Canadian manufacturing needs to be rationalized, and says that free trade would contribute to this "without the necessity of a reliance upon bureaucratic decree that would place extremely difficult new demands on an already overburdened political system."

Regional tensions resulting from decisions to close down specific plants and industries "would not be so strong if Ottawa were not perceived to be directly responsible." Thus, he concludes, the Maritimes and Western Canada—which have always regarded the tariff as a device to favour central Canada at their expense—would become less alienated.

Lyon comes down on the side of this "optimistic scenario" but says much would depend upon the attitude of Canadians as they entered the agreement, and the terms they could negotiate.

However, his study is based on these four assumptions, which help explain his guarded optimism:

1. A CUFTA (Canada-U.S. free trade area) would yield Canada a substantial gain in income, and, at least in the long term, reduce her dependence upon foreign capital.

2. A multinational FTA, although much to be preferred, is less likely to be negotiable in the foreseeable future; most of the economic gains from free trade, however, would be realized in a CUFTA, and the necessary adjustments to a CUFTA would make it easier for Canadian industry to join a multi-nation FTA at a later date.

3. A CUFTA would be unacceptable to Canada if it seemed likely to entail a political union or even a substantial reduction in Canada's decision-making potential, a substantial increase in cultural homogeneity, or a substantial increase of ethnic or regional cleavage within Canada.

4. Canada would want, and might well insist upon, provisions enabling her to foster regional development; protect Canadian financial institutions, media and artists; screen new foreign investment; and control the extraction and export of some forms of energy.

If Canada can negotiate free trade terms successfully, Lyon concludes, and if Canadians are confident that a CUFTA would yield substantial material gains, "we would be unwise to oppose it on the doubtful grounds that it might reduce Canadian autonomy." Those that have been negotiated in a wide spectrum of social and political systems—from fascist Portugal to social democratic Sweden"—have had no perceptible impact upon "national character."

The study does, of course, bear the customary rejoinder that it "reflects the views of the author and not necessarily those of the Economic Council of Canada."

Industrial Relations in the Construction Industry

Industrial relations in construction are unlike those in any other industry and have been investigated more extensively than any other industrial relations system in Canada. In publishing *Employment Insecurity and Industrial Relations in the Construction Industry*, by Paul Malles, the Economic Council of Canada has provided an excellent introduction to a field that is often difficult to understand.

Malles' 106-page booklet describes construction unions and construction employer associations and their roles in collective bargaining; the laws under which they operate, and the various patterns of agreements in the

industry, including Quebec's "decree system," so little understood outside that province.

He also discusses the issues that frequently result in construction union unrest: union security and job security, enforcement of labour and safety standards, and pension schemes.

He lists a large number of official inquiries into the industry during the last 20 years, and points out that almost every one was "triggered by a spate of strikes and lockouts".

Although the number of strikes and lockouts in construction is about one and a half times the number in manufacturing, the total loss in man-days per worker in construction is slightly lower. Why then does construction conflict appear so much more "volatile"? Malles discusses several major reasons: lack of continuity of employer-employee relationships and of job sites, multiplicity of trades, diversity of production methods and, above all, cyclical and seasonal instability in employment.

His main argument is that employment insecurity is one of the root causes of the industry's labour-relations troubles, and he concludes: "Institutional and legal changes in the industrial relations system are insufficient. Failure to eliminate insecurity makes the resulting labour relations problems inevitable cost factors in human and material terms."

If Malles is correct—and he backs his argument with a sound analysis of the industry's experiences in the last two decades—industrial relations in construction may long continue to be explosive. As the author points out: "The industry itself can do much to reduce the effects of internal destabilizing factors plaguing labour relations in the industry; however, it still has little or no control over the external destabilizing factors."

Bank of Canada Governor a Pragmatist on Inflation

Gerald Bouey, governor of the Bank of Canada, appeared to be a pragmatist in his views on inflation, when he addressed the Canadian Chamber of Commerce annual meeting in Saskatoon. Bouey emphasized that the protection of the value of money was of prime importance to the future economic and social welfare of Canada, adding that, "it is very much in the public interest that the drift into deepening inflation in Canada be halted and reversed."

Concentrating most of his attention on the appropriate stance for monetary policy, Bouey declared that whatever else may need to be done to bring inflation under control, it was absolutely essential that the rate of monetary expansion be kept within reasonable limits.

Turning to the present problems of recession and unemployment, Bouey said they could readily be traced back to the excesses of the recent worldwide inflationary boom, and he emphasized that, "we cannot expect to achieve any lasting solution to these problems by setting off yet another round of inflation fueled by excessive monetary expansion."

Bouey also expressed concern over the present steep upward trend in costs and prices and in particular the current rate of wage and salary settlements which, he said, were far greater than would be consistent with any diminution of our rate of inflation.

Drawing parallels with previous recessions, Bouey criticized what he termed, "the conventional wisdom" of "trading off a bit more inflation in order to get a bit more employment."

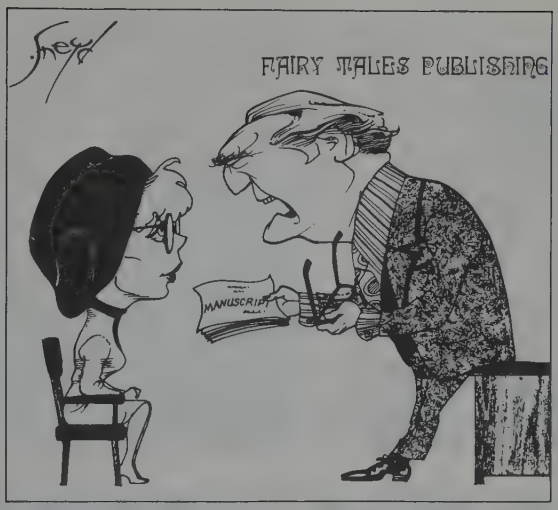
"For more than 20 years," he said, "almost every country in the western world has given rapid growth and high employment a higher priority than preserving the value of money." He went on to stress that policies aimed at furthering these aims had led to a severe loss of confidence in the value of money, and he concluded that, "we now have no option but to contain inflation and inflationary expectations if we are to have any realistic hope of achieving sustained economic growth."

Bouey left little doubt that on this occasion, the authorities would be unwilling to run expansionary fiscal and monetary policies simply to accommodate an accelerative increase in costs and prices. "Expectations of this sort are clearly quite inconsistent with any possibility of good economic performance over time," he said, "and I do not want to encourage their development by seeming to be unconcerned when the rate of

monetary expansion in Canada tends to be excessive."

Drawing attention to the fact that an unacceptably high rate of inflation had already been built into the economy, Bouey expressed caution about the ability of the authorities to eliminate it quickly by a sudden reduction of the rate of monetary expansion. "The consequences for economic activity [of this sort of policy] would be much too disruptive in the short run," he declared, adding that "whatever progress is to be made in moderating the rate of monetary expansion in Canada must be achieved gradually over time."

In his concluding remarks, Bouey once again stressed his view that, "many things other than monetary policy have to be right before the economic system will work well," and he expressed the hope that "a sober appreciation by Canadians of the seriousness of our economic problems would call forth sufficient will to co-operate in their resolution."



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"How can anyone live happily ever after these days with high taxes, lack of housing, exorbitant prices,.."

Improving Labour's Image

by Roy LaBerge

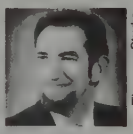
Canada's trade unions feel they are being used as a scapegoat for the country's economic ills, and they are fighting back with public relations campaigns at the community level.

The Canadian Labour Congress is encouraging union locals to appoint public relations officers and committees to publish newsletters for its members and to get labour's message across to local news media. The CLC has also organized a series of regional workshops to train local PR people to do the job.

In this way the Congress hopes to supplement the efforts of the relatively small number of public relations people working full-time at the national level for CLC affiliated unions.

CLC concern with labour's public image is not new. In June 1961, the CLC's official journal, *Canadian Labour*, devoted one of its monthly issues to the topic, and the then director of public relations, Jack Williams, stressed the need for action at the community level. Since then, public relations courses have become more frequent at CLC weekend educational institutes organized by district labour councils and at the CLC's week-long regional schools.

Roy Laberge teaches social science at Algonquin College in Ottawa and is a former editor of **Canadian Labour**



Thomas Studio

"I have never been one of those labour PR types who ascribe to the 'no comment' school of media relations, and over the years I have come to realize that public relations means taking your lumps when you have to."

K.R. (Robbie) Robinson
United Steelworkers of America

This is the first time, however, the CLC has held a series of regional workshops devoted solely to public relations.

The first drew 65 students to the Memramcook Institute at Moncton for three days in October 1974. The second drew 65 to the Geneva Park Conference Centre at Orillia, Ont., in February 1975. The third is to be held in Vancouver during the last weekend in November, and the final one, for Manitoba and Saskatchewan, will be held next year. The Québec Federation of Labour held a similar workshop for its CLC- affiliated unions.

The workshops aren't for every union member, however. Participation is restricted to people who have been given the PR task by their local union or district labour council.

They were the brainchild of Charles Bauer, director of public relations for the CLC since 1974 and a member of its PR staff since 1969, and he is getting enthusiastic help from several unions in organizing them.

Inviting local unions to send their PR directors to the workshops, Bauer sent this message:

"Are you fed up because labour's positive achievements are often ignored or reported in a biased manner in the media...because conflict gets front page coverage while constructive action is too often ignored?

"Grumbling won't help. The truth is that labour is doing too little to make itself understood by the people, and that includes our own members. People don't know what we are doing or why we are doing it. But there is something your organization can do. Fight back."

So the CLC has asked all its affiliates to appoint a PR officer or committee, to publish a local news bulletin, and to send its PR officer to one of the workshops to learn to do his job better. It has also published several manuals on the subject.

Bauer is getting co-operation from several unions whose public relations people have taught at the workshops. The teachers at the Atlantic Provinces seminar included Merl Day and Marc Zwelling of the United Steelworkers of America, Neville Hamilton of the Canadian Paperworkers Union and Ed Cosgrove of the Ontario Federation of Labour. The Ontario lineup included Day, Zwelling, Bob Douglas of the Brotherhood of Railway Airline and Steamship Clerks, Jo-Jo Chintoh of the United Auto Workers, and Sheldon Turcott, the CBC's management and labour relations reporter.

Bauer opens every seminar with the same message: "People don't know enough about labour relations, and

Photo Features

The CLC p.r. workshop in Orillia included simulated television interviews. Robert Douglas, p.r. director for the BRASC (holding microphone), George Foss of the UTU, and Russell Biggar of the Toronto area council of the CBRT and GW were among the participants.

what they do hear is mostly negative. But labour has a tremendous story to tell. Many unions, labour councils and federations are constantly involved in improving the quality of life in their communities by providing leadership in such projects as community health clinics, helping youngsters, civic reform and so on. And few people know the positive side of collective bargaining."

"The labour beat...is one of the toughest assignments on a paper. The hours tend to be long. There is often a lot of abuse from unions and cold shoulders from management. But more significant, there is the frustration of the news desk. Labour relations is a complicated and sensitive field. Editors like to have things simple and straightforward. They understand strikes because they can be treated in the latter fashion. They often yawn over more subtle, sometimes more important developments, such as decisions made by the labour relations board."

Robert Douglas
Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees

Bauer points out that unionists might blame the mass media "for giving a distorted picture" of unions, or "reactionary elements in our society for mouthing misleading propaganda," or the school system for not teaching about unions.

"But the major blame falls on ourselves," he adds. "We fail to keep the public informed of our actions and the reasons that motivate us. If we don't, how can we expect others to do it for us?"

Bauer and his fellow labour PR people spend the next three days and two nights telling their students how to do it. The curriculum includes media and community relations, newswriting and news releases, radio, TV and videotape recording, newsletters and leaflets, mimeographing and a mock news conference.

As their final assignment, the students are divided into groups and each group is required to write, edit and publish a newsletter on the course,

including the news conference, within three hours.

The workshops could not be more timely. This has been a difficult year for labour's image. Unions have been in a catch-up position in the inflationary cycle, and their demands have angered many people, expecially those on fixed incomes.

Union leaders feel that the federal government is unjustly blaming labour for the failure of its efforts to contain inflation through a program of voluntary price and wage restraints. And CLC President Joe Morris says Prime Minister Trudeau and the finance minister are trying to focus on wage settlements as an important factor in a decline in Canadian exports.

"But there is no evidence to date that we are being priced out of external markets," says Morris. "The international recession, especially in the U.S., where 65 per cent of our exports go, has been the main factor behind the decline in the volume of Canadian exports."

An editorial in *Steel Labour*, the official Canadian publication of the United Steelworkers of America, adds corporations and news media to its list: "The federal government, the corporations and the press—corporations in the newspaper business—and other media have decided that labour is to be branded as the villain responsible for inflation.

"Don't expect the media to serve as an information channel to the membership by publishing or broadcasting reports of interest only to union members. It's up to the union to open up its own flow of information to members."

Bruce McLean
British Columbia Government Employees Union

"Most members and local union officers don't know how to express and vent their feelings properly, and I see it as part of my job to guide them in that direction. I believe that nine times out of ten the media are not capable of doing a competent job and will never do so unless we (the reading public) play a more aggressive role toward them and force them to do a better job through constructive criticism."

Joseph Hanafin
International Association of Machinists and Aerospace Workers

A highly biased selection of statistics has been repeated again and again through the media by government spokesmen and their civil service hangers-on and by spokesmen for Canada's corporations.

"The figures are supposed to show that Canadian wage earners are living high, grabbing more than their fair share of the economic pie and at the same time pricing us out of world markets. What unions say in reply will obviously not receive the same coverage."

There are more full-time labour PR people today than when Bauer first became a union official nine years ago, but he feels there are still far too few: "Our situation is pathetic when we compare it with federal government departments and big corporations.

"We just can't do a proper job with the resources we have. Instead of developing long-term public relations programs, we are busy putting out fires,—reacting rather than acting."

Unlike most national-level labour PR directors, Bauer has never worked as a newpaper or broadcast reporter. But he has gained a keen understanding of the problems a reporter faces in covering labour news.

Bauer, like most other labour PR directors, praises the work of Wilf List, the veteran labour reporter for the Toronto *Globe and Mail*: "List doesn't take sides, but does a conscientious

Photo Features

Charles Bauer, CLC public relations director demonstrates the duplicating machine as a public relations tool to delegates at the CLC's Ontario regional public relations workshop in Orillia.

"I am not one of those who think press coverage generally is horrible. I think a lot of unions don't do the kind of job they should in getting out the news...On the other hand, there are still too many newspapers that do not give the attention and priority to the labour beat they should. The bane of my life is the paper that sends a reporter to cover labour with whom you have to go back to Adam and Eve to get things into any kind of perspective."

Jerry Hartford
United Auto Workers

Photo Features

Ian Deans, NDP member of the Ontario legislature fields a question on housing policy at a mock news conference. looking on are CBC labour reporter, Sheldon Turcott, and John Clark, a CLC public relations officer.

job of making the issues clear to readers."

In fact, a survey of labour PR directors found almost all the full-time labour reporters on daily newspapers were credited with doing a good job, including Vic Parsons of The Canadian Press, George Dobie of the Vancouver *Sun*, Ashley Ford of the Vancouver *Province*, Dudley Magnus of the *Winnipeg Free Press*, Rosemary Spears of *The Toronto Star*, Pierre Vennat of *La Presse*, Joe Hyashi of the London *Free Press*, Cliff Cowan of the Ottawa *Journal*, Louis-Gilles Francoeur of *Le Devoir*, and two relative newcomers to the labour beat: Colin MacKenzie of the Ottawa *Citizen* and Gordon Barthos of the Montreal *Gazette*.

But Bauer says most of them are often over-worked and he sympathizes with the general reporter who has to cover labour relations occasionally: "He's operating in a complicated area, and usually, if he does a bad job, it is through ignorance rather than bad faith."

But a large part of labour's public relations problems originate in the nature of news itself. "To be newsworthy an event has to be interesting and even dramatic, "Bauer observes. "In this sense, strikes and confrontations make better news than peaceful settlements. The quiet activities don't get reported."

This makes many union leaders suspicious of reporters, and the union PR person's job becomes even more difficult. Typical is this observation by Albert G. Hearn, an international vice-president of the Service Employees' International Union:

"It is evident to all of us who attend any convention or labour function that the news media are interested only in covering sensational items such as the possibility of a labour movement split, certain unions leaving the Congress, hard core resolutions on nationalism, and news of that nature...."

The 350 local union communicators Bauer and his colleagues are training face a very difficult task. Labour's good works, while they may be praiseworthy are not always newsworthy. lg

A CLC PR Directory

Brotherhood of Railway, Airline, and Steamship Clerks

Robert Douglas, public relations director for the BRASC, based in Montréal, was once a labour reporter for *The Toronto Star*.

Canadian Brotherhood of Railway, Transport and General Workers

Ed Finn, public relations director for the CBRT, based in Ottawa, also writes a regular column on labour issues for *The Toronto Star*. He started his career as a newspaper reporter in Newfoundland.

Canadian Labour Congress

Charles Bauer, The CLC's public relations director, based in Ottawa, spent five years as assistant director. Before that, he was assistant public relations director for the Canadian Union of Public Employees.

John Clark, assistant public relations director for CLC since 1974, spent eight years in radio and television news, working in Tillsonburg, Ont. at *CKOT* radio, in Cornwall, Ont. at *CJSS* radio, and in Corner Brook Nfld. at *CBYT* tv.

Mary Kehoe, assistant editor in the public relations department of the CLC joined the Canadian Congress of Labour in 1951 and left the CLC in 1958 to work for the Catholic Hospital Association of Canada and to edit *The Canadian League*, the official magazine of the Catholic Women's League of Canada, before returning to the CLC in 1961.

Canadian Paperworkers Union

Neville Hamilton, public relations director for the CPU based in Montréal was formerly a labour reporter for the *Ottawa Journal*.

Canadian Union of Postal Workers

Paul Mitchell, the Ottawa-based information director for CUPW was formerly the national secretary for the Canadian University Press, and before that, editor of an Ontario weekly newspaper, the *Milverton Sun*.

Canadian Union of Public Employees

Norman Simon, public relations director of CUPE, based in Ottawa, was once a labour reporter for *the Toronto Star.*

Fred Tabachnick, assistant public relations director of CUPE is a journalism graduate of Carleton University and was a reporter for the *Calgary Albertan.*

Marc Belanger, a public relations officer for CUPE is a journalism graduate of Ryerson Institute.

International Association of Machinists and Aerospace Workers

Joseph Hanafin, public relations director for the IAM, based in Ottawa, was a former news editor with the Canadian Broadcasting Corporation.

International Woodworkers of America

Tom Fawkes, public relations director for the IWA, based in Vancouver, has worked in both radio and TV in British Columbia.

Public Service Alliance of Canada

Nicole Levac, director of public relations for the PSAC, based in Ottawa, has held several editing and writing jobs in the federal government. She also holds a journalism degree from Carleton University.

Hélène Champagne, a public relations officer for the PSAC has worked for the federal government and has been a freelance magazine writer.

Guy Croteau, a public relations officer for the PSAC, is a public relations graduate of Algonquin College, Ottawa.

Sharon Pratt, a public relations officer for the PSAC was formerly a graphic artist with the federal government.

United Auto Workers

Jerry Hartford, public relations director of the United Auto Workers since 1948, was previously a reporter for the *Windsor Star* until he left following an unsuccessful organizing drive by the American Newspaper Guild. He is now based in Toronto.

United Steelworkers of America

K.R. (Robbie) Robinson, public relations director of the USW based in Toronto has been a freelance writer, newspaper reporter and broadcaster. He has also been a PR officer for the Union of National Defence Employees and PR director for the Public Service Alliance of Canada, and the Canadian Labour Congress.

Ray Stevenson, a public relations officer for the USW, was formerly publicity director for the Mine Mill and Smelter Workers Union, and early in his career spent 10 years "underground" as a miner.

Merl Day, is public relations representative for the Steelworkers. Before moving to the national office in 1971, he served for four years as editor and PR officer for local 6500 at the International Nickel Company in Sudbury.

Jean-Marc Carle, a public relations representative in Montréal for the Steelworkers, was formerly a reporter for *La Frontière* in Rouyn-Noranda.

Marc Zwelling, public relations representative for the Steelworkers based in Toronto, was a labour reporter for the Toronto Telegram. lg

Managerial Education: The Weak Link In Industrial Relations

by Harish C. Jain

Recent developments in Western industrialized countries indicate growing industrial unrest manifested in strikes, economic downturn, and inflation. Canada is no exception. We have had and will probably continue to have our share of strikes. Current inflationary trends are adding fuel to union wage demands. The collectively bargained settlements in the second quarter of this year show an average wage increase of 18.8 per cent at a time when the economy is in a recession and inflation shows no signs of abating.

Industrial unrest, which affects productivity and thereby the rate of inflation, is dependent on at least two variables. One is the industrial relations system and the other is the actors in the system. The Canadian industrial relations system is no worse than comparable Western systems. But the actors in the system—unions, management and government—are not as adept at functioning within the system as one might expect. At least part of the industrial unrest in Canada is in no small measure due to the relative lack of education and experience of the parties to the collective bargaining process—especially in the public sector—and the short supply of trained industrial relations personnel.

H.C. Jain is associate professor of organizational behavior in the Faculty of Business at McMaster University in Hamilton

Part of the industrial unrest in Canada is ...due to the relative lack of education and experience of the parties to the collective bargaining process

Recent trends in public sector unionism, increased complexity in negotiations, changing work values, expansion of public education and a new role for computers in collective bargaining indicate that the need for trained managers in labour relations is becoming increasingly important.

One of the most significant trends in North American labour relations has been the emergence and rapid growth of unionism among government employees. This has been the area of greatest union membership growth in recent years. Increasing economic insecurity and the diminished social status of municipal workers, teachers, policemen, firefighters, and others, due to improved conditions in industry and widely publicized wage and fringe benefit gains by blue-collar workers in the private sector, has led to group consciousness, a common purpose and a common will on the part of public sector employees.

The growing militance of public service unions is reflected in the rising number of both legal and wildcat strikes. This may be due in part to the relative inexperience of both parties in the collective bargaining process. The need for labour relations specialists becomes even more urgent in view of the rapid growth and expansion of the public sector.

Moreover, white collar workers in several other service sectors are slowly but steadily forming unions. As a result, the problems in employee relations do not merely revolve around the problems of higher wages and fewer working hours. Given the sustained increase in female participation rates, for example, new issues such as day-care centres for working mothers, better defined promotional "streams" away from clerical and other dead-end jobs, and greater say in management, are emerging.

More specifically, government is expanding its involvement in labour legislation both in terms of social issues and in the collective bargaining process. Unions such as the United Autoworkers and the United Steelworkers of America are pressing issues such as quality of work, ecology, control over safety and technological change. Union rank and file members are showing growing militancy by rejecting master contracts.

There is growing dissatisfaction among hourly employees with the quality of their work life. Jobs that are dull, repetitive and boring tend to produce unmotivated—not to mention unproductive—employees, militancy, and demands for a greater voice in management decision-making. A recent work ethic survey of Canadians conducted for the Department of Manpower and Immigration found that although most Canadians prefer working rather than receiving unemployment insurance, about 30 per cent of the 2,000 people surveyed indicated that unemployment insurance was preferable not only to a job they did not enjoy, but also to a job at the minimum-wage level. This implies that the quality of life at the work place is becoming an important issue for both unions and management.

This factor has also affected the labour relations function. The massive increase in public education and the changing composition of the labour force will continue to narrow the gap not only between blue and white collar workers but also between managers, union officials, and workers in general. By 1971, approximately eight out of 10 people in the Canadian labour force had more than grade 8 education. By the end of the 1970s more than half the population will have some post-secondary education. These educated workers are likely to challenge traditional lines of authority within organizations, and demand greater participation in the decision-making that affects them as workers. This implies that workers' demands for a say in the running of the company may have to be negotiated at the bargaining table.

The need for labour relations specialists becomes even more urgent in view of the rapid growth and expansion of the public sector

Computerized decision-making is making the role of management specialists trained in labour relations even more important. In labour relations, bargaining strategies can be computer-simulated and the cost of alternative wage and fringe packages can be pre-calculated. This provides a great deal of flexibility in the bargaining process. In some large enterprises this has already occurred. Unions too, are getting into the act in Canada. The United Steelworkers of America, for example, made extensive use of computers in its recent negotiations with International Nickel Company of Canada.

These trends, in addition to new approaches to collective bargaining such as coalition and multinational bargaining, demand new strategies, tactics, and problem-solving skills.

It is clear that management alone cannot handle these emerging problems. They require the assistance of specialists in labour relations, trained in a variety of skills. Since the labour relations function falls within the personnel department in a good many companies, one may use the term P/IR personnel and industrial relations to refer to this function.

Having established the need for post-graduate training in labour relations, there is a need to identify and analyse the approaches or orientations to such a program. In other words, what kind of educational program represents a good background for personnel and industrial relations?

There are at least two schools of thought on this issue. Representatives of both feel that a graduate degree will equip the student with what is needed, and will also bring the P/IR area closer to professionalism. One school contends that in order to gain the knowledge and skills that are necessary to perform this function, specialization in the form of a masters degree in industrial relations is needed; the other argues that a general degree is more appropriate. While some spokesmen for the latter school advocate a masters degree in business administration (MBA), others argue for a liberal arts background.

The first school of thought is represented by the American labour economist Julius Rezler. He states that an M.B.A. is too general because it is designed to cover the whole spectrum of business. Rezler believes

Workers' demands for a say in the running of the company may have to be negotiated at the bargaining table

that it is necessary to have an intensive background in the P/IR area. His argument is supported by the findings of a recent survey of 242 major U.S. college and University M.B.A. programs. The findings indicate that approximately 2.8 courses per school were offered in the P/IR area. Even where more courses are available in this area, M.B.A. regulations act to prevent a student from taking more than four courses in any one area of specialization. Such is the case at McMaster and the University of Toronto.

The second school of thought, however, contends that the skills related to the P/IR function are not independent of the skills of management in general but rather complementary to them. Proponents of this viewpoint suggest that to emphasize education and training in the narrow "specialist" area is a disservice to the P/IR function in that it isolates the management specialist from the overall goals and objectives of the firm. Lawrence Appley an American authority on management systems points out the problems of narrow-minded executives in the P/IR area. He indicates that the P/IR specialist should also, if not primarily, be interested in organizational goals for which he needs the other management skills. In general, this view is corroborated by others.

The distinguished American labour lawyer, Malcolm Denise, goes even further. He feels that a liberal arts background is more appropriate. Even though labour relations are becoming more and more far-ranging in scope, Denise feels that this complexity calls for competent generalists, with an ability to integrate and co-ordinate knowledge and action, in preference to the "how-to-do-it" sort of preparation that in his opinion is typical of many P/IR courses.

An M.B.A. with a major in IR might be an alternative worth considering, because universities should not be emphasizing techniques, and "how-to-do-it" kits. They should be more concerned with training individuals to think, understand, and analyse labour relations. Students should be equipped with a solid theoretical and methodological background and with skills in analysis, criticism and synthesis.

Before pursuing this argument further, let us examine the availability of university programs in this field:

According to Dan Ondrack, an executive of the Personnel Association of Toronto and a member of the University of Toronto Faculty of Management Studies, "surveys last year revealed that at all universities in Canada, [except Québec], there were practically no opportunities for people to take degrees specializing in personnel and industrial relations. Even the few universities with graduate programs in labour relations, most often taught students to be researchers in labour economics and had very little to do with actual practice of labour relations."

The situation in the U.S. is quite different. There, a number of undergraduate and graduate programs offer specialized training in P/IR. Enrolment in U.S. universities has decreased in this area, however, because: (1) employers do not recognize a degree in P/IR as being useful, (2) a person does not need a degree in this field to get a job in this area, and (3) universities are not providing students with what they are looking for in terms of a P/IR curriculum.

Thus, there are too few schools offering specialization in the P/IR area and those that do offer these programs are not having much success. Even Rezler's own survey shows that only 14 of the industrial relations centres in the U.S. and Canada offer graduate degrees in the IR area.

We return to our earlier suggestion that one alternative might be an M.B.A. with a major in IR. This is what we propose to do at McMaster University. In view of the increasing financial constraints being put on universities in both the U.S. and Canada, it might be easier to revise existing M.B.A. programs (since there are several hundred M.B.A. schools all over the U.S. and Canada) than to introduce new programs.

Our revised M.B.A. program at McMaster University, which began this September, will be a two-year program of 20 courses offered during the day for full-time students and in the evening for part-timers. Many current practitioners are adults with families who cannot afford—even if they could be spared—to leave their jobs and homes to pursue full-time studies on a university campus. The students will be able to major in either personnel or industrial relations, with a choice of nine out of 13 courses in either field in their second year. The first year courses will provide them with general background in finance, accounting, economics, marketing, production management, statistics and quantitative methods.

There is growing dissatisfaction among hourly employees with the quality of their work life

This program is designed to give students both the conceptual skills needed for general management and

he technical skills required of a P/IR specialist. A plan for a Ph.D. in the areas of labour relations and personnel, has also been drafted for the approval of the university senate.

But what about those who never made it beyond high school? One of the alternatives is graduate programs for non-degree applicants. For example, McMaster University's Faculty of Business admits a small number of highly-qualified students who do not have a bachelor's degree. The qualifications include an admission test, a minimum of seven years of successful administrative experience by the time they begin the M.B.A. Applicants must be at least 27 years old.

In addition to credentials, there is also a need for on-the-job training and periodic updating of skills. Recent studies indicate that this is already taking place. Most companies pay a minimum of 50 per cent and some pay the total cost of courses directly related to company functions. The employee-relations staff is generally sent to courses in such areas as collective bargaining preparation and labour legislation. Most firms tend to prefer on-the-job training, however, which usually consists of planned rotation through various parts of the employee-relations department. Other on-the-job training methods include coaching and understudying. The reason for on-the-job training preference is obvious. It does not require a disbursement of funds, and therefore, from an organizational point of view, it is an apparently inexpensive method of training. lg

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"Now it looks like our customers consist of the have-nots and the used-to-haves!"

A New Trade Strategy for Canada

by Frederick Stapenhurst

The Economic Council of Canada's report *Looking Outward* considers a new commercial policy for Canada designed to meet the needs of, and demands on, this country's economy during the next 20 years. The Council claims that, while protective trade barriers may have been appropriate cornerstones in the past, they are hopelessly out of tune with Canada's requirements for the remainder of the 20th century.

Although Canada's gross national product was expanding quite rapidly until very recently, the increase has been based largely on the rate of labour force growth—among the fastest in the world—rather than on increasing productivity. Indeed, from 1966 to 1973, the annual increase in output per person was only 3.8 per cent—second lowest among major industrial countries. (Comparative figures for other countries were the United States 3.3 per cent; Great Britain 4.6 per cent; France 7.2 per cent; Germany 6.2 per cent and Japan 12.7 per cent). Not only is Canada's productivity growth considerably below potential, which implies that real personal incomes are not as high as they could be, but low productivity is expected to remain a major problem for the remainder of the decade.

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Low productivity is expected to remain a major problem for the remainder of the decade

A major reason for this state of affairs, says the Council, "is the smaller size of the Canadian market and the lack of easy access to larger markets that prevent Canadian firms from realizing full economies of scale and specialization." Average plant sizes are smaller than those in the U.S. and many other competing countries, and production runs are smaller. Even where a Canadian plant is as big as its U.S. counterpart, it will tend to manufacture a far wider variety of items and thus be unable to enjoy higher-volume techniques that bring down costs.

The report goes on to state that Canadian manufacturing costs are further inflated because our own tariffs also raise the prices of many inputs to the production process—components, equipment and materials. Also more expensive, because the costs have to be spread over a smaller volume of output, are research

and development, advertising, marketing and various managerial services. There is evidence, also, that technological innovation in Canadian manufacturing tends to lag behind that in other countries as a result of the limited opportunities for greater specialization.

"Lack of easy access to larger markets prevents Canadian firms from realizing full economies of scale"

In addition to this rather dismal domestic scenario, there is an equally disturbing but less recognized trend in international economic power. That is, the emergence of several economic superpowers.

Although the United States remains the world's largest single market, Japan has become an industrial giant in its own right. Then there are the regional economic groupings, the European Economic Community, including all the major countries of Western Europe, with associate status being extended to a broader group in the Mediterranean area and Africa; regional economic organizations emerging in Latin America and elsewhere; and the Soviet bloc, as well as China, opening up after being essentially self-contained.

In 1960, Canada's domestic market was not substantially below the average size for industrial countries. The Council points out that "by 1980, however, the Canadian market will be less than one quarter of the average size of economic units into which these countries will then be grouped. Canada will thus find itself one of the very few countries without free access to a market whose population numbers over 100 million."

But Canada's potential economic problems go even further. As the advanced countries move into more knowledge-intensive industries, they will transfer the production of standard-technology goods to low-cost, labour-surplus areas like Hong Kong, Singapore, South Korea and Mexico. Indeed, some large developing countries such as Brazil will become major economic powers; Latin America may constitute the non-communist world's fourth major industrial area by the end of the century; and South Korea and Taiwan may well emerge as the "Japans of the 1980s." These countries can be viewed as growth centres whose manufacturing efficiency allows them to compete effectively. But they can also be viewed as competitors, especially in low-cost standard-technology items.

Similar problems may arise in trade relations with communist countries. The relaxation of tension in recent years has opened up not only new markets and investment possibilities, but also fresh competition in natural resources and low-cost manufactured goods.

Although the economic cost of a protectionist policy may be justified if it contributes to other national goals besides growth, there is evidence to suggest that such a policy has encouraged foreign, especially American, investment in Canadian industry, and has led to a subsidization of central Canadian manufacturing by the Atlantic and western provinces. The removal of trade barriers, the Council argues, would not only end many of these inter-regional transfers, but also lead to the reorganization of Canadian industry toward greater specialization and better productivity from which all Canadians would benefit.

That a change in Canadian commercial policy is required seems obvious. The Economic Council is advocating trade liberalization, and suggests large-scale reduction or removal of our own and foreign tariffs together with the elimination or regulation of non-tariff barriers.

The Council recognizes that some Canadians will react nervously to this proposal, that they will argue that such a move would wipe out large parts of the manufacturing sector, causing prolonged unemployment and lower living standards. The Canadian Manufacturers' Association, for example, points out that the well-being of two million Canadians directly employed in Canadian manufacturing industry, and the four million others whose jobs indirectly depend on them, is very much involved and will be vitally affected by the outcome of the debate on free trade. But the Council is "convinced that Canadian industry would be able to reorganize and prosper in a freer trade environment—and in a manner that would provide very considerable gains without a prolonged and painful adjustment process."

"By 1980...Canada will...find itself one of the very few countries without free access to a market whose population numbers over 100 million"

This conclusion is based largely on the assumption that "in the future our preoccupation with the sheer volume of employment will increasingly give way to a concern about the kind of jobs that will meet the needs of a new type of labour force and a new type of economy." Canada's labour force grew at an average rate of 3.4 per cent annually between 1969 and 1974, but is likely to grow at about 2.7 per cent between 1975 and 1980 and about 2 per cent from 1980 to 1985. Thus, the Council argues "in the next decade or so reductions in import protection would be less likely to produce prolonged unemployment difficulties throughout the Canadian economy than at any time in recent history."

The nature of the employment problem of the future is expected to be very different from that experienced in the past. Emerging in the developed nations is a "post-industrial" economy with more emphasis on producing intangibles than on producing goods. Countries with ample highly educated labour have a potential comparative advantage in the more technical and specialized activities characterizing such an economy, with its heavy emphasis on research, technological know-how, follow-up services and a variety of "intangible" products in which the principal ingredient is intellectual capital. Canada is one of these countries. While its labour force may not be the most educated in the world, it ranks very high in that respect, and a liberalized trading environment would open new possibilities for knowledge-intensive enterprises. With access to larger markets, Canadian industries would be able to concentrate on the production of goods and services in which Canada has a comparative advantage internationally and would be able to lengthen production runs, thus bringing further substantial reductions in cost per unit of product.

The removal of trade barriers would...lead to the reorganization of Canadian industry towards greater specialization and better productivity

The reorganization of manufacturing would not necessarily be a painful or costly process. There is now evidence to suggest that only rarely would the dropping of import barriers result in the displacement of whole industries by import competition. In the great majority of instances, the Council suggests, what could be expected is a shift to more specialized production *within* industries.

Analysis of Canada's position in an open-trading environment centres on comparison of regions internationally rather than on national aggregates. When protection-induced costs are disregarded, locations in Canadian regions, particularly in central Canada, could offer certain advantages relative, for example, to their counterparts in the United States. To exploit these advantages, however, most Canadian manufacturing industries would have to reorganize to specialize in fewer production lines, so they could attain U.S. levels of scale economies.

The Council has concluded "that total gains from free trade would amount to at least 5 per cent of GNP and perhaps somewhat more. For example, an increase of 7 per cent in per capita incomes would give the average Canadian nearly $650 more income in 1985 (in terms of 1974 prices). Our living standards would be raised permanently to a new level and the prospect of future increases would be enhanced because free trade would increase the efficiency of an important sector of the Canadian economy."

But this does not mean that the various regions or economic/occupational groups would share equally in the increase. The most obvious effect of removing the Canadian tariff would be to reduce the prices consumers pay for internationally traded goods. Removal of our own tariff—and even more so, foreign tariffs—would also involve net gains for producers; but since industry is not distributed evenly across the country, the prospective gains could differ substantially among the various regions. The Atlantic and western provinces, for example, could expect substantial gains with relatively little adjustment and reorganization of industry. Ontario, on the other hand, would face a good deal of industrial reorganization but would have opportunities for much greater gains than the Atlantic or western provinces.

Emerging in the developed nations is a post-industrial economy with more emphasis on producing intangibles than on producing goods

It is in Quebec, however, that the effects would be the most diversified. The resource industries would register more rapid growth under free trade, while some of the manufacturing industries, such as transportation equipment, chemicals and paper products would have their profitability greatly enhanced by freer access to large North American markets (although considerable reorganization would be required). On the other hand, a large share of Canadian production of textiles, shoes and other labour-intensive manufactures is located in Quebec, and if these industries had to face international competition they would experience severe adjustment problems. This competition, however, is likely to increase anyway, and at least a policy of free trade would enable the required adjustment to be carried out in a planned and orderly manner.

The Council report examines various alternatives for Canadian industrial trade. Multilateral free trade is considered the top-ranking option, because it would best serve Canada's long-term political and social and economic interests. The Council urges that "we should make even greater efforts to attain a significant breakthrough in the present GATT negotiations, including unilateral gestures involving substantial, though conditional, cuts in protection."

But reaching world free trade through GATT in the near future isn't very likely. Thus, the Council examines a number of alternatives within the GATT framework of reaching the desired goals more quickly—in particular, it suggests the elimination

of trade barriers on a regional basis. The economic benefits of a free trade agreement with the United States is considered to be much higher than those that could be achieved under a similar arrangement with the EEC or Japan. Of course, wider regional arrangements involving the United States and *either* or *both* the EEC or Japan would be even more beneficial both economically and politically, but no regional trading community would be feasible and economically worthwhile for Canada unless it included the United States.

"The deepest of all Canadian concerns is, of course, the fear that a Canada-U.S. free trade arrangement would ultimately lead to political absorption by the U.S." says the report. "This is the heart of the matter. The fact is, however, that Canadians have been slow to subject this concern to critical examination." For a start they must ask if free trade would result in a loss of Canadian autonomy or if instead one type of Canada-U.S. interdependence would replace another.

If Canada decides to adopt a unilateral approach to free trade, the Council urges that certain criteria be adopted for selection of industries for sectoral free trade. These criteria fit the non-ferrous metals, iron and steel, and other metal-working industries, as well as chemicals and forest products. Such a policy would be consistent with the recent emphasis in this country and others on further domestic processing of industrial resources. Canada's bargaining leverage in resource products, however, should not be used as a basis for setting up new trade distortions but for eliminating the existing barriers that prevent Canada from exercising its real long-run comparative advantage.

No regional trading community for Canada could be worthwhile unless it included the U.S.

While the Economic Council seems convinced that Canadian industry would be able to reorganize and prosper in a free trade environment, a set of complementary policies would be required to aid adaption to the new conditions. In particular, they would have to ensure that the free-trade gains to the country as a whole are not achieved at the expense or injury to particular groups or regions.

Because of protective policies, present costs and prices in many Canadian manufacturing industries are higher than those in other countries. If much freer trade were introduced before affected industries had a chance to adjust to the new situation, the impact on output and employment would be adverse in many cases. The Council advocates that these initial effects be mitigated by appropriate complementary policies. Financial and other forms of assistance could be provided through the existing General Adjustment Assistance Program and possibly the Federal Business Development Bank, while the manpower assistance programs available under the Textile and

Further Comments on Free Trade

Two international agencies have recently commented on the issue of free trade. The **World Bank**, in its annual report for 1975, urges the industrial countries of the world to liberalize trade in an attempt to overcome the almost insurmountable economic hardship currently facing Third World countries. "For the one billion people living in low-income countries, the economic events of the past year have meant that average real incomes have not risen at all," says the report. Furthermore, it is considered "essential for the industrialized countries, headed by the United States, to lift the barriers against imports of primary products and adopt more liberal policies on importing manufactured goods from the developing world to head off a worsening situation." Without such a policy move by the industrialized countries, the real income of the people of the Third World is likely to grow by less than 1 per cent per year for the remainder of this decade; the Bank regards 6 per cent as necessary for "a reasonable level of economic and social development."

"Export or starve" is the rather glum message to the Third World countries conveyed by H.F. Lydall's report on "Trade and Employment" published by the **International Labour Office**. Many developing countries are currently faced with an unpleasant but critical choice: either reduce oil imports and suffer losses in production and jobs, or cut back the supply of other badly needed products such as food and fertilizers.

According to Lydall's study, trade liberalization would promote employment in developing countries and reduce the flow of migrant workers from these areas to the advanced states; it would also shift resources in the industrialized countries toward activities with high productivity. Moreover, the increased demand from a more prosperous Third World would more than offset the reduction in employment in industries affected by the imports from developing countries.

Clothing Board Act, for example, could be extended.

Although there is a separate question of assistance to regions as opposed to firms and individuals, area redevelopment programs through DREE and the provincial governments could be utilized.

There are a number of weak points in the Council's analysis. In particular, the analysis of productivity growth adds little to previous studies and begs the question—given that Canada is at the bottom of the world productivity league, how did protectionism contribute to putting us there? This is a particularly important question since the United States, with a domestic market of 200 million people, is right there alongside Canada in having had relatively low productivity growth. Moreover, the Council, in arguing that unemployment difficulties are unlikely to be a major problem in the 1980s, predicts a decline in labour force growth to 2.7 per cent, 1975-80, and 2.0 per cent, 1980-85. However, labour force projections are difficult—for example, although the participation rate for men probably won't change much in the future, the participation rate for women is much more sensitive to economic conditions. If the unemployment rate were to remain high, the participation rate for women may well stop increasing at its historical rate. In 1972 the Economic Council published projections pointing to an increase of 13.3 per cent in the labour force between 1970-75, with a workforce totaling 9,488,000. The likely figure is now close to 10 million—some 500,000 more workers than the Council anticipated.

And as far as the inefficient aspects

Setting up a free trade area without first dealing with the foreign ownership problem would simply ensure that Canadians never regained control of their economic destiny

of Canadian industry are concerned, other government studies have argued that the main cause is limitations imposed by a high degree of foreign ownership. Setting up a free trade area without first dealing with the foreign ownership problem would simply ensure that Canadians never regained control of their economic destiny. The Gray report on foreign ownership said, in a free trade environment, "the typically larger U.S. firms would adjust first.....subsequently they would rationalize production between their U.S. and Canadian plants. In doing so, they would almost assuredly centre all innovative and creative activities at U.S. headquarters."

One result of the present high degree of foreign control is that Canada now finds it difficult to build up its manufacturing sector. Last year, for example, it bought $9.5 billion more in finished goods from abroad than it sold; but in raw materials Canada sold $5.5 billion more than it imported. This "hewer-of-wood" pattern may well widen with free trade as manufacturing industries move closer to the big markets, i.e. South.

Also, the Council's discussion of non-tariff barriers to trade is rather sparse, partly no doubt because their effect is hard to define. Yet Canadian industry, with some justification, feels that it gets by far the shorter end of the stick on non-tariff barriers, and that it is not fair to say that Canada is a highly protectionist country without a more careful consideration of other countries' myriad of non-tariff barriers.

It is on social and political grounds, however, that one may be most sceptical. The Council suggests that free trade would not lead to more political and cultural dependence for Canada on the U.S., and argues that free trade in other parts of the world have not weakened national identities. But the Council is talking about countries of comparable size with different languages, long histories and established cultures. Canada's population is less than a tenth that of the United States, it speaks the same language, and is already bombarded by American culture. Free trade would probably draw the United States and Canada closer culturally and make it harder to preserve and strengthen the Canadian identity that the national economy is intended to serve.

Canadians should be taking a hard look at the alternatives before them. Does Canada retain control of its economy via continued protectionist policies and run the risk of degenerating into a third-rate industrial power, with a GNP per capita ranking as low as 11th in the world by 1985, or does it follow the Council's advice and actively pursue a policy of free trade—and run the risk of even more U.S. influence on its economic, social and political life? It is just as well that the government is unlikely to adopt the Economic Council's proposals in the near future—at least Canadians have some time for some hard thinking. lg

Radical Solutions for Tough Times

by John Bank

"We don't want more cake, we want the bloody bakery," was once a slogan among members of Britain's Trades Union Congress. This September, the 1,000 TUC delegates at Blackpool, representing 10 million members, were more interested in putting bread on the table than in owning the bakery. By September, unemployment had reached a postwar record of 1.25 million, with predictions of 1.5 to 2 million jobless by late winter. Prices had risen at 26 per cent a year—2.5 times greater than in Canada. The crisis—to be sure—was partly one of labour's own making.

The social contract, a voluntary incomes policy hammered out at last year's congress, collapsed. Wage claims, which were not to exceed the inflation rise, surged to 31 per cent on average, with some claims hitting 60 per cent. The pound weakened.

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Britain won obituaries in the world press.

But there were no tears at the annual TUC conference. The social contract adopted with acclaim just 12 months earlier had served its electoral purpose. It had been used during the October 1974 poll to keep the Labour Party in power and to give it a working majority. With an edge in Parliament, the unions had key legislation passed. Now, a year later, the TUC was willing to move from the loosely-defined social contract to the government's clear-cut limit on pay increases—£6 (about $13) a week.

The congress was carefully orchestrated to secure the broadest possible support for the new social contract. TUC President, Marie Patterson, in her keynote address said: "But if in the coming year all who are in a job—and I mean all, not just some of them or most of them—accept a standard flat-rate increase in their pay packets, then the increases in prices and unemployment can be checked before they reach the level of disaster.

"An equal increase in pay for everybody is rough justice but it is not as rough as mass unemployment or as unjust as making the poorest of the poor even poorer. What is more, it runs parallel with the movement towards equal pay to which all of us

in the trade union movement are committed."

Six Pound Limit

TUC General Secretary Len Murray noted that Britain was facing three crises at the same time—world recession, domestic inflation and industrial obsolescence. "Our dilemma is that we have to tackle all three problems simultaneously. The stark reality is that some people, for a time, are going to suffer some reduction in their living standards.

"I know too that pay rises have not been the primary cause of our poor economic performance over the years. We are a low-wage country. That is because our country's industrial performance has been low, below that of our competitors; because investment has been too low and too often in the wrong places; and because, in turn, productivity has been low.

"We cannot put that right in real terms merely by paying ourselves more money. The last year has shown that. In recent months increases in incomes have been the major factor in rising prices...we cannot deny that some action is needed on the pay front."

At the heart of the TUC's policy, as Murray pointed out, was a special understanding between the trade unions and the Labour government. He told the conference that the TUC had been promised major initiatives from the government in economic and industrial planning. The TUC was demanding that the government reflate the economy selectively and that it come up with emergency measures to protect jobs. These included temporary import controls.

The £6 flat-rate figure was developed to harmonize with the government's determination to reduce inflation to 10 per cent by mid-1976. But while the government saw the £6 figure as a top cut-off point for new wage increases (not a guarantee of an extra £6) the TUC made it clear that it was a flat-rate target for all workers.

Murray admitted that the new policy would upset many trade unionists who take pride in their differentials. "We believe they will recognize that the worst differential is between the man with a job and the man without a job."

Jack Jones, general secretary of Britain's biggest union, the Transport and General Workers' Union with 1.8 million members, put the motion for the new social contract. (The £6 flat-rate rise was largely Jones' idea.) The former scourge of Britain's docks and "godfather of the Left," Jones made a passionate plea for the policy.

"I yield to no one in my commitment for a strong shop floor organization to achieve good wages and working conditions. But the union I lead has never approved the idea that trade unionism is a licence for everyone to look after themselves and to hell with everyone else."

Jones ticked off the same reasons for supporting the policy that Len Murray had offered. Failure to vote for the £6 limit, he said, would lead to the fall of the Labour government and economic ruin for Britain.

The TUC approved the recommended £6 flat-rate plan by a comfortable two to one majority. The actual card vote on the TUC's economic policy paper itself, produced a 6.9 million to 3.4 million majority.

The actual voluntary pay restraint is for 12 months only. But many observers see it as the TUC's first step in a major new economic planning exercise with the government—one that will run till 1980.

For Jack Jones, whose commitment to socialism in his youth prompted him to join the international brigade and fight for the Republic in the Spanish Civil War, the TUC adoption of his £6 policy was a personal victory. It was his idea. He sold it to the government first and then to the unions. "I'm

John Bank

More than 1,000 delegates attended Britain's annual Trades Union Congress in Blackpool.

absolutely committed to the policy," he said, "We've got to make it a success. We have to get the whole of the rank and file of the trade union movement, not just congress and the delegates to congress to support the government's policy to get maximum public support."

Has he, himself, moved in from the Left, where he, with Hugh Scanlon, was one of the "terrible twins," the "scourge of the employers," and the champion of collective bargaining?

"I'm still responsible for doing a lot of collective bargaining and the £6 across-the-board policy doesn't remove the need to bargain locally or nationally with employers."

But—even Jones must admit—it's no longer the free, untrammelled collective bargaining Britain's more than 500 trade unions have been used to. The question remains, given the uncertainties of the country's economics and the unprecedented partnership the trade unions now have with government, whether they'll get back to it.

On the broader question of who runs Britain, an answer may have emerged from the TUC. One delegate referred to the TUC as a new branch of government. Fraternal delegate from the Labour Party, MP Fred Mulley, said: "I do not recall a time when there were closer or better working relations between the TUC and the Labour government or between unions and the Labour Party than at the present time.

"It is right that the trade union movement should have greater influence and power in the decisions affecting the economic life of the nation at all levels, from the factory floor to national economic planning," Mulley said.

Len Murray cautioned, "Anyone in the Labour government who believes that this week the TUC acceded meekly to all the measures introduced in the *Attack on Inflation* policy, must live in the same 'cloud cuckoo land' inhabited by most Fleet Street leader writers. Unless the government is seen to be tackling the problems of unemployment, the confidence of trade unionists in this policy will erode."

Yet the style and policies of the TUC on the economic front is clear indication that Britain's trade union leaders will be numbered among the country's rulers—at least for the next 12 months.

Mixed bag for women

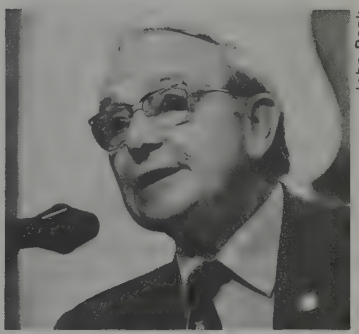
Out of the 107 TUC conferences, only five were led by women presidents. This year's president, Marie Patterson, didn't come with cap in hand. "We should ask ourselves whether in our trade union movement the doors of opportunity are open as much to women as to men," she said in her opening address. "It is not lack of interest or lack of ability that causes women to be under-represented in this congress and in union executive committees and as full-time officers. I doubt if it is fair to say that trade unions have discriminated deliberately against women," she said. "There is no inbuilt discrimination—no discriminatory rules, but is our practice always as good as our theory?"

Some women delegates would argue that even the theory isn't good. They watched a 10-point Working Women's Charter, which had been adopted by several unions at their own conferences, voted down on a card count of 6,224,000 to 3,697,000. The TUC's general council, reserves two out of its 38 seats for women, but one of its token women, Audrey Prime, spoke against the women's charter. She argued that the TUC already had its own 12-point charter for women.

Congress voted overwhelmingly to campaign against moves to change

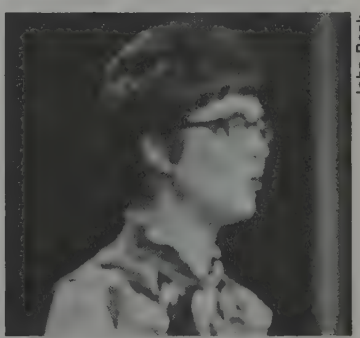
John Bank

Len Murray, TUC general secretary told delegates that Britain faces the crises of world recession, domestic inflation, and industrial obsolescence.



John Bank

Jack Jones, general secretary of Britain's largest union, demanded a new social contract for British workers



John Bank

Marie Patterson, a TUC president, says unions sometimes discriminate against women.

Britain's permissive abortion laws, and to promote free abortion and contraception-on-demand for all women. It is the first time the TUC has come out in favour of abortion and contraception on demand.

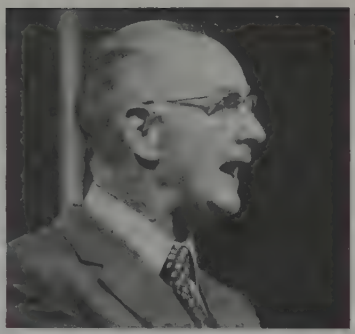
Nearly three out of every 10 members in the TUC are women. Yet there have never been more than 84 women among the 1,000 TUC delegates. Among the full-time officers, men outnumber women by 32 to 1. In 1946, the General Council had two women members, the same as today. Earlier this year, when the TUC women's conference called for the allocation of two out of the 38 general council seats to be increased by one, the general council asked the women to wait.

To Be Young and Unemployed

In a passionate appeal to congress to do something about the swelling ranks of unemployed school leavers and young people, Hugh Scanlon, president of the engineers union, doubted that there was any more poignant issue facing the congress than the hopelessness of the unemployed young.

"Every year, half a million young people leave our schools, our technical colleges and our universities. They are young, idealistic, they are hoping for the first time in their lives to help themselves earn a living or commence a career." They represented the culmination of a minimum of 16 years' hard work by parents, teachers, educational authorities and others. And what has happened? Scanlon asked.

The August figures for this year showed that 158,000 of them were unemployed, compared with 56,000 last year—an increase of 283 per cent. "What a waste, what a



John Bank

Hugh Scanlon, president of the engineers union, deplored the plight of Britain's unemployed young people

condemnation of our society and ourselves, if we allow this to continue," Scanlon said. Their plight was directly linked to the downturn in Britain's economy, largely due to a lack of investment. But investment meant much more than new machines.

"A far more precious investment is the training and education of our young," Scanlon said. "We know the argument of economists that no investment in training facilities can be made unless future economic prospects justified it. There will be no economic future for Britain, whatever sacrifices or restrictions the British working class accept, unless there is a full scale investment in the training of our young."

Using the most recent figures from 1973, Scanlon made his case for investment in training. In that year 140,500 boys entered employment, but only 66 per cent of them entered employment with apprentice training; 33,000 entered employment that provided no training. At the same time, 107,000 girls entered employment, but only a handful—5,000—began some form of apprentice training, and of those, half were apprenticed in hairdressing.

Workers' Control

In the summer of 1973, workers blockading the Triumph motorcycle factory at Meriden, near Coventry, England, voted to carry on their fight against the factory's closure. An employees' co-operative was formed, to continue manufacturing the Bonneville machines for which Meriden is famous. After a bitter struggle and a fierce waiting-game, the workers' venture began operating. By fall it had secured a £5 million loan from the government.

While delegates to the TUC were discussing a motion on "work-ins" and occupations of plants, workers at another Norton Villiers Triumph motorcycle factory were blockading the plant at Wolverhampton in the West Midlands. They were protesting cutbacks in jobs. Some 200 of them descended on the TUC conference to demand more vigorous action from their national union officials to prevent redundancies.

The TUC passed a carefully worded motion supporting "work-ins." It said: "Congress recognizes that the occupation of plants and factories, sometimes including the maintenance of work within those plants, has become an accepted feature of the struggle by working people to prevent closures, unemployment, and loss of job opportunities. Congress calls for changes in the law that would enable such occupations to be treated as accepted forms of industrial action, with immunity from legal proceedings. Congress particularly draws attention to the problems arising from merchant ships being homes as well as workplaces for seafarers."

An industrial democracy motion was put by Roy Granthan of the Association of Professional, Executive, Clerical and Computer Staff (APEX). "The real decisions on investment, on product change, on changes in plant or location are taken by the boards of companies, and trade unions can no

longer operate by merely responding to or opposing the consequence of such decisions weeks, months or years after they have been taken," he said.

He demanded a change in British company law, which expressly rules out workers being on the boards of private enterprises, and stated the TUC goal of 50 per cent of the seats on the board of directors.

"We must of course allow experiments and diversity...because we will not get it right in a few days or a few months," he cautioned. "We are embarking on something that will take 25 years to change the kind of society in which we live."

Just as collective bargaining developed over time, so industrial democracy would be built up based on experience. Joint consultation below board level was absolutely necessary—at plant, at district and at local board level in the giant corporations. Companies in Sweden, Granthan explained, spend 50 per cent of their managing time in direct consultation with workers to get agreement before action is taken. He insisted that the employees had to have the power of veto over mergers and takeovers. "We have as much right (to be heard) in the jobs of our members as the shareholders have in their shares," he said and urged members of the TUC to confidently get on with the practice of industrial democracy.

The Society of Post Office Executives had the motion amended to make it clear that the TUC "rejects any form of participation in management that would weaken essential trade union independence." Spokesman Mike Townsend, worried about workers participation on the board compromising trade union collective bargaining, expressed reservations. He quoted from a speech by Tony Benn, secretary of state for energy and spokesman for the Labour Party Left, to put his union's concern succinctly: "In my opinion, industrial democracy has got more to do with disclosure, possibly much more to do with planning agreements, than it has got to do with taking an active trade unionist, locking him up on a board, glutting him with science, cutting him off from his members and then trying to use that as an excuse to get organized labour to do anything that the board wants."

The industrial democracy motion, which carried unanimously, simply reaffirmed Congress' decisions taken in 1973 and 1974 in favour of an extension of industrial democracy, and legislation by Parliament to bring it about. The TUC recommends enactment of legislation that would enable, but not require, the establishment of two-tier board structures—supervisory boards to formulate the corporate strategies of the enterprise and to appoint management boards to carry them out. Workers would be equally represented on the supervisory board and chosen by a process determined by the unions represented within the individual enterprises. In such a structure the workers could exercise their power of veto in significant investment decisions, mergers, takeovers, and plant shutdowns or major redeployment.

The proposal is a massive extension of trade union power to be achieved with legislative aid. The underlying assumption in it is that trade unions are synonymous with workers and that trade unionism is synonymous with industrial democracy.

Pensions

Britain has eight million old age pensioners. Their champion is Jack Jones. Year after year he pleads their cause before the TUC. On the eve of the TUC conference, Jack Jones told a massive march of about 15,000 pensioners and trade unionists in Blackpool that he would demand a pension of 50 per cent of male average earnings for a married couple and about 33 per cent for a single person.

Jones, who at 62 is approaching pension age himself, kept his promise on the conference floor. He moved a motion calling for the substantial increases.

If the labour movement fought for anyone it must be for the pensioners above all. "It shouldn't be a crime to be old," he said. But society treated old people as if it were. Over three million were living in poverty and millions more on the brink. He argued that pensions should be adjusted every three months to bring them in line with the cost of living, and once a year to keep them in line with average earnings.

The motion passed together with another pensions resolution calling for a reduction in the pensionable age to 60 for men, which was already TUC policy.

Links with Europe

The TUC voted to continue its efforts to establish closer relationships with trade unions in the Soviet Union and East Europe, despite criticism of the Communist Party's role in Portugal.

Congress approved a resolution calling for a British initiative to draw the International Confederation of Free Trade Unions (ICFTU) into closer relationships with the Prague-based World Federation of Trade Unions.

Jones said the British trade unions were prepared for "constructive participation" in European affairs now that the British people had voted to stay in the European Economic

Community. But he also warned that British unions would "not tolerate inaction, bureaucratic complacency or red tape frustration" either in the EEC or in the European Trade Union Congress.

The Congress vote to participate fully in EEC institutions will see some 50 or more TUC men and women on a score of EEC committees from now on. Jack Jones will head an eight-member delegation to the Economic and Social Committee (ECOSOC), chief advisory organ to the EEC. Five of the group plus Len Murray are on the general council.

There are 17 committees, apart from ECOSOC, and there are plans to create ad hoc ones to discuss employment in the construction, textiles, automobile, chemical and glass industries.

Jones made an urgent appeal to the governments of West Germany, the U.S. and Japan, as well as the AFL-CIO, to stop their financial boycott of the International Labour Organization in Geneva over the admission of the Palestine Liberation Organization as an observer.

"We do not believe that the answer to political disagreement is to disrupt the ILO," Jones said. It is a "vital instrument for workers progress."

Congress passed a motion expressing "deep concern over the Government's arbitrary decisions in the public expenditure field over the last year" and expressed TUC opposition to any reductions in the level of social and public services.

It unanimously adopted a resolution stating that "an essential element in any social contract shall be a commitment by the government to allocate adequate resources to the health and social services, thus maintaining a high standard of treatment and care. It said further cuts in public expenditure for housing, education and social services would be regarded: "as an intolerable attack on the living standards of working people and a fundamental breach of the social contract."

Import Controls

The TUC demanded that the government implement selective import controls to avert further redundancies in a wide range of endangered industries. Delegates gave overwhelming support to a motion that demanded limits on imported textiles, clothing and footwear. Putting the motion, Derek Lambert, of the National Union of Hosiery and Knitwear Workers, claimed that three industries—textile, clothing and footwear—were losing 6,000 jobs a month because imports were rising at an annual rate of 20 per cent. Some knitwear goods coming into the country, he said, were being marketed at a price lower than the cost of their raw materials for British producers.

Bert Comerford of the National Union of Footwear, Leather and Allied Trades, said that the footwear industry in 1968 was producing 200 million pairs of shoes with a labour force of 100,000. Last year the figures had dropped to 175 million pairs of footwear and 80,000 workers.

The threat posed by imports to jobs in the TV tubes, glassware, motor cars and electronics industries had been referred to repeatedly throughout the conference. Len Murray reaffirmed that the TUC would not relax its pressure for selective import controls.

Other Matters

The conference called for nationalization of all British oil exploration enterprises, and demanded that multinational companies use mainly British people and companies to build oil rigs in the North Sea projects.

A plea for the TUC to make fresh efforts to encourage a solution to the conflict in Northern Ireland was made by Ray Buckton, general secretary of the Associated Society of Locomotive Engineers and Firemen. He moved a motion calling on the government to introduce a Bill of Rights for Northern Ireland that would "ban all forms of discrimination on religious grounds and guarantee free democratic elections." Most of the more than 1,300 dead and 13,000 injured in the conflict were working people.

Buckton asked general council to explore the idea of calling a summit meeting of all U.K. trade unions to discuss solutions to the intractable problem.

Great Britain's entertainment industry was called "a disaster area" by Peter Plouviez, general secretary of the British Actors' Equity Association. He said that all branches of the entertainment industry were in jeopardy, though they once were the envy of the world. He successfully moved that congress should ask the Prime Minister to convene an inquiry into the present state and future prospects of the entertainment arts. The Association of Cinematograph Television and Allied Technicians lamented the loss of film studios, a decline from 27 to 7.

Congress reaffirmed its opposition to apartheid and pledged its support for policies "designed to produce majority rule in South Africa and Rhodesia and which will end the illegal occupation of Namibia by South Africa."

The successful motion said that these objectives could be best assisted by close co-operation with the South Africa Congress of Trade Unions and by pressing the British government to take all possible steps to withdraw

investment by British companies in South Africa.

Spain was also on the TUC's international agenda. Congress called for support "for all those in Spain who are fighting for an end to Fascism, and for the establishment of democracy." The TUC pledged itself to help Spanish workers in their struggle for free and democratic trade unions.

The United Farm Workers of America received support from the TUC. The general council reminded the delegates of its endorsement of the UFW's organizing campaign among fruit and vegetable workers in California, asked unions "to take whatever action they could in support of the UFW" and asked consumers "to refrain from buying California grapes and lettuce, which might be dumped in Europe since the UFW had secured an effective consumer boycott in the United States."

Greetings from Canada

Donald Montgomery, secretary-treasurer of the Canadian Labour Congress, told TUC delegates: "The obvious problems of rising unemployment, and the continual erosion of the membership's purchasing power, are of such a magnitude that I would be most unwilling to trade our problems for yours. Ours seem rather insignificant by comparison."

"Although in Canada we are concerned with the rate of inflation, which was 10.9 per cent in 1974, and for the 12 months ending June 1975 was 10.5 per cent, we are somewhat comforted by the fact that average earnings in 1974 increased 11 per cent, and for the 12-month period ending May 1975, the increase in average earnings was 14.7 per cent." he said.

"While the unemployment rate is over 7 per cent, the benefits paid to the workers who are without jobs has minimized their difficulties," Montgomery said. "Workers on layoff receive unemployment insurance benefits that average $83.64 a week."

Montgomery boasted of Canada's oil-sufficiency and noted the global shift in power from highly technologically-orientated countries to those who control natural resources. Canada was rich in both, and "is now emerging from the shadow of the United States of America and is asserting herself as a nation to be reckoned with."

Montgomery declared that Canada was a founding member of the International Confederation of Free Trade Unions (ICFTU) and has remained one of the active members. "I believe it important that I tell you that the Canadian Labour Congress intends to remain an active member of the ILO," Montgomery said with a ringing determination that brought great applause from the delegates.

Montgomery underscored Canada's desire for strong links with Europe. "I come here to strengthen Canada's ties with the free trade unions of Europe... We are determined, as is our government, to become and remain a part of the European community," he said.

What did Donald Montgomery think of the £6 wage policy?

"You do things in time of crisis that go against your trade union principles." he said in an interview. The TUC was "buying time" and trying to survive the winter. It was trying to break through the crisis to return to normal economics when it would have more options. "The unions can protect themselves," he said. "But unemployment and inflation together multiply not add to the problems faced by people least able to defend themselves—the unorganized, the pensioners, the poor. From a humanitarian stance, from the point of view of being their brother's keeper, the TUC is doing more than it might be doing if it were practicing free collective bargaining."

John Bank

Donald Montgomery, CLC secretary-treasurer, told TUC delegates he wouldn't trade Canada's economics problems for Britain's.

The British people seem to agree with Donald Montgomery. A Gallup Poll conducted for a leading national newspaper showed that 77 per cent of the general public and 76 per cent of trade unionists approved of the £6 policy.

The question remains: will the British trade unions keep the new social contract? Will the government do its part? Britain's survival hangs in the balance. lg

Health and Safety Conference

Unions Seek Safer Working Conditions

Increased emphasis by members of union safety committees and other workers on monitoring potentially dangerous substances and other unsafe conditions in the workplace is anticipated following the Canadian Labour Congress' 9th biennial conference on health and safety in Winnipeg, September 22 to 25.

The 240 delegates from across Canada were told by technical experts in the field of occupational health as well as by union spokesmen that they have the primary responsibility for documenting occupational diseases previously unrecognized by workers' compensation boards or other agencies.

The consensus seemed to be that unionists cannot afford to trust unilateral action by governments, employers, researchers or even the medical profession to safeguard workers' health and safety.

Delegate after delegate made it clear that unions should have their own doctors and keep their own "profiles" on members' health; that governments and universities should not only disclose all their findings concerning health hazards but also combine to conduct adequate research into industrial perils; that companies must openly declare what chemicals and substances are used in their products and processes.

The conference revealed deep-rooted concern not only about present, known dangers threatening workers in Canadian industry but also about unknown perils. Experts and union delegates appeared unanimous in their opinion that the pollution of workers' bodies by noise, by asbestos fibres, grain dust and the like may be only the tip of the iceberg—that many other unknown substances are actively contaminating workers or will come to the surface after lying latent for long periods.

In welcoming the delegates, CLC Executive Vice-President Julien Major said: "An important reason for the

improved understanding of others concerning the working milieu is the result of the increasing numbers of scientific studies that show work can be dangerous to health. The harm may result from poisonous gases in the air we breathe, as well as from dangerous substances or tools."

Although, as yet, joint safety committees are not mandatory in all jurisdictions in Canada, "workers in every province must accept responsibility for ensuring the establishment of effective joint safety committees, as well as regular safety checks of equipment and the effects of exposure to dangerous substances," Major said.

In her keynote address, Dr. Jeanne M. Stellman, a New York chemist, blamed governments and industry for inadequate research on the likely effects on workers of new substances. She noted that the money allocated to research on occupational hazards in the plastics industry in North America has been niggardly in comparison with the "stupendous" economic growth of the industry.

When the United States, under the Occupational Safety and Health Act, set a maximum exposure standard of one part per million for vinyl chloride, major U.S. manufacturers using this substance claimed that it was "impossible to meet," Dr. Stellman recalled.

"By contrast, the two Swedish plants that produced the chemical, one of them 20 years old, were able to meet the one-part-per-million standard without any production method changes," through technical changes and the installation of "sophisticated exhaust ventilation" as required, she said. "The Swedes did not cry disaster. They simply acted quickly in the interests of life and health."

Stellman, health and safety consultant to the Oil, Chemical and Atomic

reprinted from Canadian Labour Comment

Workers' International Union, has a personal battle plan against vinyl chloride. If there's a choice between a glass bottle and a plastic bottle of pancake syrup, she buys the glass bottle. If meat is wrapped in plastic in the grocery store, she rewraps it in wax paper before she puts it in the freezer at home. That way, you can keep exposure down, she said.

Stellman said the plastic bottle and the plastic wrap are only two of hundreds of thousands of products in which vinyl chloride is used. And vinyl chloride is linked to cancer.

She said millions of North American industrial workers and consumers are in peril of developing cancer because of the sloppy regulations and cheap, profit-oriented production processes in the plastics industry. Neither government nor industry have taken the initiative to make both the work and the product safer for human beings, she asserted.

The labour movement isn't pulling its weight either, Stellman added. Unionists aren't applying sufficient pressure to alter legislation. The labour movement should hire more highly skilled technologists to help solve the purely technical problems that threaten the consumer in general and industrial workers in particular.

Dr. Stellman said she knows of unions that have threatened to go on strike or have indicated they didn't care if whole plants went out of business, thus prevailing on industry to clean up its production processes and improve its plastic products.

But "workers should not be confused into believing that such environment problems are purely technical. They are not. They are the same problems you face every day, the same struggle for decent working conditions."

"We have a right to control what is produced, how it's produced and why it's produced."

As long ago as 1949, scientific research pointed to the dangers of vinyl chloride but, even though liver disease was found in laboratory animals exposed to it, no really intensive research into its toxic effects on human beings was carried out.

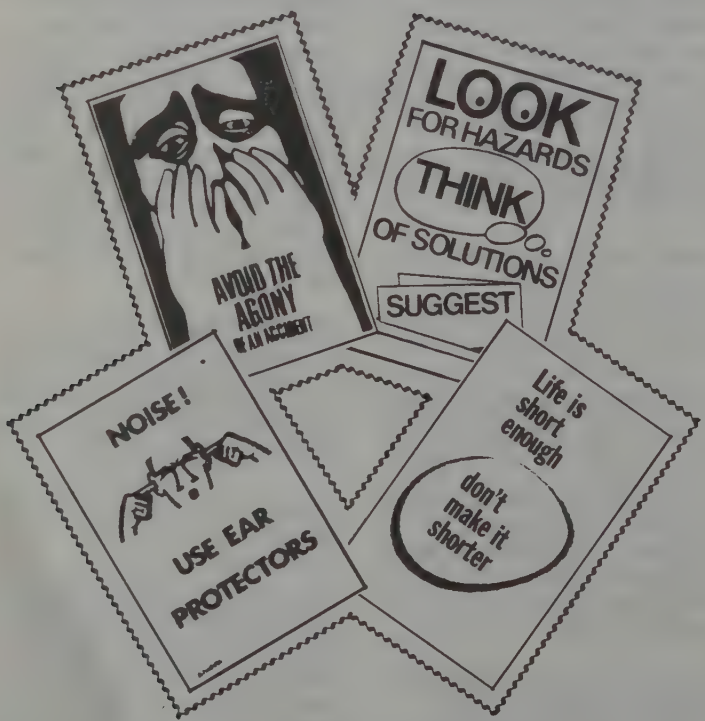
"Science costs money and when research involves test animals, the facilities and expense require financial support," Stellman said. "Clearly, the history of vinyl chloride research shows that expenditure of these funds was not a priority of government or industry in any country in the world."

The Manitoba government's director of occupational health services, Dr. William Krywulak, thinks that in the matter of job safety, many small industries are ignorant and many large ones are arrogant.

Krywulak told delegates to the conference that the prime need in Canada today is to know exactly whose job it is to assist workers and industries, whose job it is to promulgate standards, and whose job it is to enforce health and safety legislation.

He said there is evidence of fragmentation in government efforts to protect the lives and health of workers. There are variations from province to province. For that reason, "there is a need for more initiative and leadership at the federal level, and there is a need for better, updated and uniform legislation."

He said strong unions, as well as non-unionized people, need much enlightenment and education. He noted that it isn't difficult to find workers on the streets of Winnipeg operating pneumatic drills and jackhammers but not wearing hard hats, gloves, goggles or earmuffs.



Posters help alert workers to hazards in the workplace

"If they were working in a shop where there was a possibility a machine might sever their limbs, they would undoubtedly take all precautions."

Krywulak emphasized the sharing of responsibility by workers and their unions with employers and governments. Workers have the right to demand protective devices and other measures to monitor and reduce hazards in the workplace, management to provide such protection for all workers affected, and governments to co-ordinate enforcement, he said.

Ken Valentine of Toronto, an official of the United Steelworkers of America, said increasing concern about safety may mean asbestos mines throughout the world will be closed down within the next 10 years.

He said asbestos safety standards have to be made stricter and fibres eliminated from the environments in which men work. "This means the age of asbestos may be coming to an end."

Instead of requiring workers of their representatives to prove certain substances are dangerous, companies should be required to prove the substances are safe, Valentine asserted. Moreover, disabled workers should receive compensation unless their employer can prove the disabling disease was not caused by the job. Japan has such a procedure in effect now, he said.

If a worker is disabled, compensation should equal the worker's normal wage plus an extra $500 a month "for the insult to his body." The Steelworkers also propose that in the case of a worker killed on the job, the victim's estate should receive $50,000 with an additional $5,000 for each year shown off his or her average life expectancy.

Medical and work profiles of workers, put together by such agencies as

workers' compensation boards, should be widely used, Valentine said. These profiles would help to identify not only situations imperilling the individual worker but also those threatening a whole industry.

Dr. Alex Phillips, assistant executive director of the National Cancer Institute warned of the time-lag, as much as 30 years, between exposure to substances that may cause cancer and evidence of the disease. "Preventive measures in terms of malignant diseases can only be developed on the basis of exact identification of the agent responsible for the causation of the disease," he pointed out. "Undoubtedly the next step in cancer prevention will be the organization of special investigation of limited segments of the working population to test current hypotheses about cancer causation," Phillips said.

Stuart Harding, of the Industrial Accident Prevention Association of Ontario, stressed the importance of audiometric testing, whenever workers regularly notice discomfort due to noise levels at the workplace. While reduction of dangerous noise is preferable, the first step often is the provision of such protective devices as ear plugs or muffs, he said.

The federal government should get down to the business of solving problems caused by grain elevator dust, W.G. Gilbey, secretary-manager of the Saskatchewan Federation of Labour, told conference delegates.

A study made in 1971 of dust levels in grain elevators is being used to cover up dangerous conditions in the Canadian grain industry, he charged. The study, he said, was scientifically inaccurate.

Replying to Gilbey's statements, R.H. Elfstrom, chief of the occupational health and safety branch of the federal labour department, said that the chest X ray survey found no evidence of silicosis among a group of 2,696 people with 15 or more years' experience working in grain elevators but that grain elevator air samples contained "significant amounts of silica," and any silicosis would first become evident in persons with long exposure to concentrations of silica dust of this general magnitude.

Of the 2,696 tested, 63 workers showed "non-disabling lung markings. While lung abnormalities could not be specifically identified as being the result of breathing grain dust, neither could the connection with grain dust be ignored," Elfstrom said. Other independent studies, he added, had not established a specific identifiable connection between the inhalation of grain dust and lung abnormalities. The relationship was however, being further studied jointly by Labour Canada and Health and Welfare Canada.

Elfstrom said that field surveys made in grain elevators disclosed that many of the workers had been wearing dust masks that provided little protection but that these had been replaced. He also said that the combination of grain dust inhalation and smoking resulted in greater lung function problems than either of these two irritants by themselves.

A program of installing mechanical ventilation and other methods of improving respiratory protection, which grain companies were told to begin after the results of the 1971 survey were available, was 50 to 75 per cent completed, Elfstrom said. Federal legislation holds employers responsible for meeting safety standards.

Gilbey said medical specialists had argued that the 1971 survey would be meaningless because the type of X ray used would reveal nothing about grain dust effects. He also said 25 per cent of persons adversely affected

reprinted from The Hospital Guardian, B.C.

"I'll get to the root of your trouble...even if it takes an autopsy."

by grain dust had never been smokers; and that seven people in the Saskatchewan test group had quit their jobs and were on compensation because of excessive dust inhalation. But these statements were reportedly not substituted by Gilbey.

Elfstrom outlined current structure in the federal government for occupational health of workers, as well as protection for consumers, and co-ordination with provincial agencies. He emphasized the importance of workers' education concerning occupational hazards, self-protection and monitoring the effectiveness of existing hazard control measures. Legislation should be regarded as a floor "for effective action by all interested parties," governments, employers, and unions or workers, he said.

Roy Francis of Vancouver, a rail union delegate, accused the federal labour department of procrastinating on workers' safety problems. On the other hand, Erich Ewart of Vancouver, business agent for the International Woodworkers of America, said unionists themselves hadn't come to grips with the real problems of workers. In the face of government inaction, "we are slowly starting to see what's happening to us, that we are slowly but surely getting killed off by industry.

Robert Sass, associate deputy minister "of the Saskatchewan labour department, outlined the functioning of the Occupational Health Act passed by the Saskatchewan Legislature in 1972, which requires joint safety committees in any establishment that employs 10 or more workers, and includes the right to refuse to work under unsafe conditions. It is the committees' job to probe and prevent health hazards.

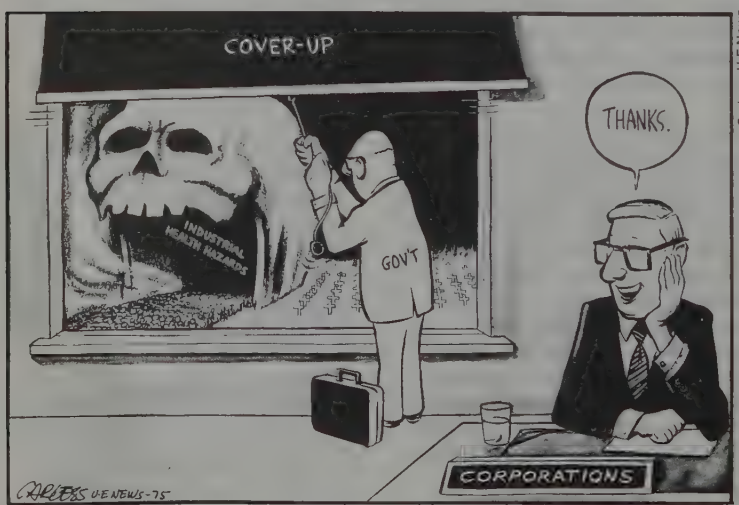
"I regard that piece of legislation as the equivalent of a hard hat," Sass said. "When workers in Saskatchewan refuse to do a job that may be dangerous to their well-being, or actively seek to better their working conditions, such activity recognizes the value of human life."

The chairman of the Alberta Workmen's Compensation Board, Roy Jamha, outlined the findings of a tripartite industrial health and safety commission that reported to the Alberta government earlier this year. If implemented, the report may result in the co-ordination in a single agency or department of all aspects of occupational health and safety. The commission report referred to the recommendation for such an enquiry by the Alberta Federation Of Labour in 1971; and to the joint responsibility of employers and workers "in the maintenance of a safe and healthy environment at work."

Roger Mathieu, a commissioner of the Quebec Workmen's Compensation Board, referred to the establishment of an interdepartmental study, under the Interdepartmental Committee on Labour Hygiene and Safety, with the goal of consolidation of the many laws and regulations into a single safety code for Quebec. The to accept half measures. However, there has been too little interest in safety, he said.

"The day that workers collectively show beyond any doubt that they will no longer accept compromise or half-measures in this domain, then the legislator will find it politically profitable to legislate in the manner," Mathieu said.

The positive relationship between first-aid training and safety was outlined by Col. Charles O. Dalton, of Toronto, representing the St. John Ambulance Association. In work with the Ontario Workmen's Compensation Board and the Industrial Accident Prevention Association of Ontario, the St. John Ambulance Association has established a definite relationship between training in first aid and safety, he said.



Carless, U-E News

A labour view

Recommendations

After listening to the experts, talking amongst themselves and holding workshop sessions, the 240 delegates from across Canada referred a long list of recommendations to the CLC's Executive Council for action. Among them:

- Appointment of a full-time health and safety director by the Congress to ensure that technical information reaches its affiliates;

- Mandatory provision of results of medical tests to workers and their unions;

- Preparation of model health and safety legislation by the CLC—perhaps parallel to that now in effect in Saskatchewan—and a public information campaign to ensure enactment of such legislation.

In addition, the conference recommended: reduction of noise threshold levels and semi-annual hearing tests for workers exposed to noise pollution; regular x-rays for certain other workers; appointment of professional health and safety investigators by the CLC and its affiliates; equal union and management representation on such federal regulatory bodies as the Canadian Transport Commission; compulsory minimum rest periods and an eight-hour day, 40-hour week for transportation workers; investigation of ways for workers to refuse to perform hazardous tasks and yet not be penalized for their refusal; and heavy penalties for employers who do not comply with existing health and safety regulations.

The delegates felt unionists should be trained in the measurement of dust, gas and noise levels, and in monitoring other pollutants. They suggested unions employ their own doctors (because company doctors cannot be trusted), that they keep records parallel to those kept by employers, and that they be given access to all reports on safety and health inspections, and on any action taken as a result of those inspections. lg

Canada Manpower Training Programs

by J.-P. Lefebvre

For decades, economists, politicians, union leaders and employers, not to mention government officials, have wrestled with the continuing challenge of the labour market—that of matching occupational supply with demand. All would agree that adult occupational training is one of the major steps necessary to reaching a satisfactory balance. But, there have been varying degrees of consensus as to whom the responsibility for planning this balance should go. Some would argue that it is primarily the responsibility of provincial governments, who legally have jurisdiction over the field of education. When the problem concerns the adult work force, however, industry and commerce must share the responsibility of training persons for specific jobs.

When the problem concerns the adult work force... industry and commerce must share the responsibility of training

J.-P. Lefebvre is Director General, Manpower Training Branch, Department of Manpower and Immigration, Ottawa

In late 1966, the federal government assumed broader responsibility for the development and training of the labour force, key components of the national goals of full employment and economic growth. Nationally, the responsibility for manpower training rests with the Department of Manpower and Immigration. The Adult Occupational Training Act of 1967 limits adult occupational training to courses comprising a maximum of 52 weeks full-time or 1,820 hours of part-time instruction; adults are defined as being one year out of school and one year past school leaving age in the province of their residence.

The basic functions of manpower training are to provide individual workers with opportunities for better-paid, steadier, more satisfying employment, and at the same time, to satisfy the needs of business and industry for suitably skilled workers, thus maintaining or improving productivity. Training agreements, negotiated with each of the provinces and territories, establish an annual floor level of funding and outline the general responsibilities of the two parties.

The two delivery systems within the Canada Manpower Training Program (CMTP) are institutional training (public and private schools, community colleges and vocational centres), and industrial training (contracts with employers and employer associations).

With federal funds of more than $2 billion invested in manpower training since the passing of the Adult Occupational Training Act, it is imperative that the department ask itself if the money has been well spent. What impact have the programs had on the unemployment rate, on economic growth, on the poverty level? Evaluation of the past must be a deciding factor in planning for tomorrow.

The measures of effectiveness that Manpower has been able to develop reflect the economic impact and income distribution effects of training. More difficult to measure, but equally important, are the human and social benefits, such as the effects of the increased spending power of persons who before training were unemployed or underemployed.

The benefit/cost ratio, used in planning future strategies, is an index of the economic returns to society from the investment in training. Costs include not only those of providing the training, but also the potential output lost through the trainee being unavailable for employment. On the benefit side, the trainee's earnings and employability after training are determined by follow-up surveys. Even the most conservative estimates of benefit indicate that in recent years, for every dollar invested by our society in manpower training, we have been receiving a return of from $3.60 to $7.80.

The income distribution effects have also been strongly positive. Among those completing courses in 1973, three quarters of Basic Training for Skill Development (BTSD) clients and two fifths of Occupational Skill trainees had pre-training incomes below the poverty level. Post-training follow-up indicates that the earnings of 40 per cent of these clients, have been raised above the poverty level. In terms of changes in earnings, average weekly wages for 1973 graduates from Skill courses were $112 before training but $133 after training; for BTSD the comparable wage figures are $95 and $112 respectively. These wage gains take into account changes in the general wage level over the training period. It was also found that on average, those taking Skill courses worked five more weeks per year and those taking BTSD courses nine more weeks per year than if they had not taken the courses. Accumulated over the average working lifetime of trainees, the above increases amounted to $9,100 for both Skill and BTSD even after applying a discount factor.

The responsibility for designing and conducting institutional training rests with the provinces

Considering the wide variety of occupations with their accompanying training needs, the needs of many individuals for academic upgrading, and the regional economic disparities in a country as industrially diverse as Canada, it is essential that careful planning be exercised for the best investment of public funds. The Joint Federal-Provincial Manpower Needs Committees, established in all Provinces and Territories, are the mechanism for consultation and decision-making on training plans and priorities. The basic role of these committees vis-à-vis training is:

—to identify skill needs of provinces,

—to determine how institutional training funds should be allocated,

—to set priorities for industrial training, and,

—to recommend future levels of funding for CMTP.

Because the Manpower Needs Committee includes representation from federal and provincial departments, and its subcommittees may include unions and employers, it is in a unique position to collate information and co-ordinate activities. The deliberations of these committees ensure that the Canada Manpower Training Program not only meets national objectives, but does so in a way that is consistent with the strategies for economic and social development adopted by the federal and provincial governments.

As well as the various subcommittees dealing with such concerns as training for the disadvantaged, training for women re-entering the labour force, marine training, agricultural training, etc., from time to time, ad hoc committees are formed to concentrate on specific manpower issues that arise. Input on the subject under consideration is sought at the grassroots level; for example, small business operators, instructors, associations, or local area citizens' committees. The ad hoc groups and subcommittees provide a forum where the clients may make known their needs and concerns in the area of manpower training.

The responsibility for designing and conducting *institutional training* rests with the provinces and the various training institutions. The Department of Manpower and Immigration supports a variety of institutional training courses in the following areas: Occupational Skill Training, Basic Training for Skill Development (BTSD is adult academic upgrading plus two components for special needs clients, Basic Job Readiness Training and Work Adjustment Training), the institutional portion of the Apprenticeship Training and Language Training (primarily for immigrants).

To remove disincentives to adults undergoing training, all full-time institutional trainees are entitled to receive a training allowance tied to the average industrial wage level and adjusted annually. For 1975-76,

Planning for training within the context of the constant evolution of the labour market...will remain a continuing challenge

allowances range from $43 to $95 per week depending on the trainee's family circumstances. Additional commuting and living-away-from-home allowances are also available.

The specific objective of the *industrial training* delivery system is to encourage employers to establish training programs or to improve existing training programs– thereby alleviating persistent skill shortages and preventing layoff of workers because of technological change—and to expand employment opportunities for unemployed and clients with "special needs". The employer-centred training scheme allows the federal government to support development strategies in various regions of the country.

Within the confines of legislation, the federal government was able, in 1972, to respond to the expanded training demand brought about by the rapid entry of young people into the labour force and the increasing number of women seeking work outside the home. The need for three years' attachment to the labour force was eliminated, thereby making all full-time trainees eligible for an allowance. As well, the 1972 amendment to the AOT Act made possible an extensive program of training-on-the-job. Since 1972, changes in procedure and regulation have been discussed with provinces, many were and still are being tried on a pilot basis. The trainee selection process was improved by involving provincial institution officers and outside agency personnel, and seeking to establish a career development plan more in keeping with the theme of recurrent training.

The interpretation of the "52 week rule" of maximum training duration was broadened to allow trainees to follow a more suitable mix of training courses, then, after spending some time on the labour market, to return for a further block of training. This new policy will be evaluated in terms of its effectiveness in increasing the flexibility of an adult's working life.

In 1974, a new Industrial Training Program came into effect that integrated training-in-industry and the various components of the training-on-the-job program. Employers have reacted favourably to the new single program with its less complex administrative process. The levels of support and criteria for approval are more closely tied to a clear set of objectives making the program more flexible than the combination of several that it replaces.

Given the substantial investment of public funds in manpower training, currently over $400 million annually, it became necessary for a fund to ensure the continuing quality of training financed under CMTP. In 1974, monies were made available to the provinces in order that they might undertake training improvement activities covering such areas as instructor training techniques, training technology, occupational analyses, trainee selection, course evaluation and validation processes. The department encourages employers and provincial training personnel to explore innovative activities that might not otherwise be possible.

Since its inception, the Canada Manpower Training Program has concentrated on providing training for occupations at the lower level of the skill pyramid, or, in other words, meeting the needs of the large number of Canadian workers lacking basic employment skills. They are the majority of those whose incomes fall below the poverty level. Realizing that a traditional approach of one year per grade would be unsuitable for an adult student, courses are designed on an intensive individualized scheme whereby essential academic skills can be assumed at a rate equivalent to several grade levels per year.

Planning for training within the context of the constant evolution of the labour market, as well as planning to meet short-term changes, will remain a continuing challenge. One of the difficulties of planning in the past has been the sparsity of data upon which decisions for future levels and types of training could be based. Recently developed complex econometric models assist in the planning process, but they are no more complex than the changing training needs of the labour market they are destined to accommodate. With this end in mind, the improvement of forecasting models received increased attention.

Those involved in manpower training...cannot afford to rest on the accomplishments of the past

The Canadian Occupational Forecasting Program (COFOR), combined with the Forward Occupational Imbalance Listing (FOIL), provides continuous surveillance of changes in occupational supply and demand. Premised on the anticipated labour requirements of Canadian industry, COFOR forecasts medium term demand for some 500 occupations. This demand is ultimately related to forecasts of demand for goods and services by consumers, governments, business and international purchasers. The forecasts of COFOR are tempered with a short-term methodology. The results are contained in a quarterly listing, the Forward Occupational Imbalance Listing (FOIL), which is essentially designed to fine-tune COFOR to the

immediate occupational needs and surpluses of the economy.

Decisions on training programs and courses to be supported also take into account benefit/cost results of various course purchase strategies. The process translates the forecast occupational needs into estimates for total dollar amounts of training by province and for specific training courses within each province.

One phase in the planning process consists of correlating the anticipated movement of CMTP trainees to forecasts of job-openings as given by COFOR. The decisions on course offerings so derived are then adjusted for current long-term job vacancies, for course incompletions, and for frictional unemployment.

Those involved in manpower training, whether they be trainees, instructors, employers or government policy writers, cannot afford to rest on the accomplishments of the past. We must use our evaluation to plan future strategies. The Department of Manpower and Immigration is presently conducting a major review aimed at further improving manpower training in all its aspects.

Although training has in large part met the major objectives laid down in 1967, the present program is by no means the perfect solution to the dilemma of an evolving labour market. New programs, approaches and strategies have yet to be investigated. We must consider how adult occupational training relates to the kinds of college, university, and technical training that are not now eligible under CMTP. What difference will such trends as the increasing number of collective agreements providing educational leave for employees make to manpower training? Is there a "new work ethic" and, if so, how should manpower training respond? Will the trend towards early retirement create a demand for retraining of older workers for new careers? How should we respond to the continuing shift from primary and secondary to tertiary or service industries?

We have tentative answers to some of these questions and we have ideas about others. But definitive answers will demand research to provide more information, a sensitive awareness of the emerging values and priorities of our changing society, and a frank, open, and continuing interchange among all who are concerned with such issues. lg

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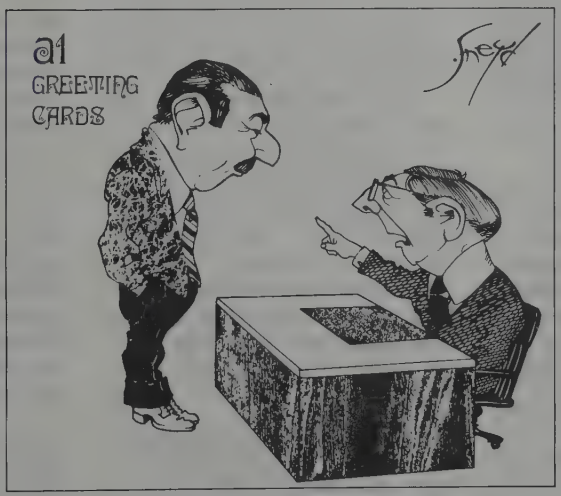


"Better have someone write an appropriate verse for our lay off slips!"

Canada's Unemployment Insurance Program

by Shirley Won

In March, April and June this year, the national unemployment rate reached 7.2 per cent (seasonally adjusted)—the highest jobless rate since June 1961.

It was also during the first half of 1975 that unemployment insurance first gained public acceptance as a plan to protect Canadian workers against involuntary unemployment rather than as a welfare measure, as some critics have called the program since the Unemployment Insurance Act was revamped in 1971. *Globe and Mail* reporter Norman Hartley points out: "The winter of 1974-75 will probably be remembered by social planners as the period when unemployment insurance became respectable in Canada."

Hartley has written a series of articles on the impact of unemployment insurance benefits on Midland and Collingwood, two small Southern Ontario communities that depend for a large number of their jobs on manufacturing—mostly related to the auto industry—which were hard hit by layoffs last winter. "With mass layoffs and a slumping economy," said Hartley, "there were suddenly too many people with solid lifetime work records drawing unemployment benefits for the 'welfare bum' connotation of pogey to survive."

Shirley Won is a freelance writer in Ottawa

A *Globe and Mail* editorial then commented: "The layoffs, with their ripple effect throughout the service industries, could have plunged these communities into serious depression. UIC benefits were a major means of keeping them afloat, of taking the edge off individual hardships, of sustaining other jobs, of preventing an unduly large number of people from defaulting on their debts, of keeping up purchases. In other words, they served as a temporary economic stabilizer."

In view of the growing importance of unemployment insurance benefits, not only to the jobless worker but also to the Canadian economy, it is perhaps timely to examine what has happened in the past few years, the problems faced by the Unemployment Insurance Commission in implementing the Act and what future direction the program will take.

But first, a brief history. Canada received its first unemployment insurance program when the Unemployment Insurance Act was passed in 1940. At that time, there was nothing new or untried about the concept of unemployment insurance. By 1935 at least 18 European countries had established nation-wide

compulsory unemployment insurance plans—Great Britain, the first to do so, established its program in 1911.

Before 1940, studies of unemployment insurance plans had been conducted in Canada for more than 20 years. But no action was taken until the Depression of the '30s, which convinced Canadians of the need for unemployment insurance as a means of protecting workers. In 1933, unemployment peaked at 25 per cent. Although Parliament passed unemployment insurance legislation in 1935, it was declared *ultra vires*, because under the British North America Act, unemployment insurance was a provincial matter. The BNA Act was then amended to place unemployment insurance under federal jurisdiction.

The Unemployment Insurance Act of 1940 received a number of minor adjustments in the ensuing years, but it wasn't until 1970 that major changes were considered. The White Paper, *Unemployment Insurance in the '70s*, stated: "Since the '40s, the social, technological and economic fabric of our society has changed in a major way, with the result that the Act must be re-oriented to meet present needs." Between 1941 and 1970, about 25 million temporarily jobless workers received a total of about $5 billion in payments.

The revised Unemployment Insurance Act passed in 1971 has two basic objectives: to ensure that workers who suffer an interruption of earnings receive temporary income support, and to assist the unemployed to enter the labour force as quickly as possible.

Major changes in the Act were as follows:

- It provided for almost *universal coverage* of members of the labour force who have an employer-employee relationship. Under the old Act, unemployment insurance had not been extended to persons in "low-risk"

Both the administration of the unemployment insurance program and the Act itself became a target of much criticism

unemployment—that is, to public employees, hospital employees, teachers and those earning more than $7,800.

- It lowered the *qualifying period* for regular unemployment insurance benefits to eight weeks of insured employment in the past 52 weeks, while those with 20 weeks insured employment became eligible for both regular and special unemployment benefits. The old Act required 30 weeks of insured employment during the previous two years, with at least eight weeks during the most recent year.

- Eligibility for *regular benefits* depends on the number of weeks of insured employment during the past year, general unemployment conditions and reasons for leaving the previous job. Those who have 8 to 19 weeks of insured employment are known as minor claimants while those with 20 or more weeks of insured employment are known as major claimants. Those who apply have a two-week waiting period before receiving benefits compared to one week under the old Act.

- In addition to regular benefits, claimants may be eligible for *extended benefits*, paid for an additional period of time. These are based on the national and regional unemployment situation. The maximum duration of regular and extended benefits under the revised Act is 51 weeks instead of the 52 weeks under the old Act.

- Major claimants are eligible for *special benefits* when unemployment is caused by sickness, maternity or retirement. These benefits were not available under the old Act.

- The *rate of benefit*, for claimants without dependants, was increased from 40 per cent of previous insured earnings under the old Act to 66.6 per cent. Claimants with dependants, under certain conditions receive 75 per cent of insured earnings, compared with 50 per cent under the old Act. Maximum weekly insurable earnings were $150 in 1972, $160 in 1973, $170 in 1974, and $183 in 1975.

- Employees and employers *finance* regular and special benefits through payroll contributions, while the government finances all extended benefits and the cost of regular benefits when the unemployment rate is more than 4 per cent.

- The Act provides for a *claimant assistance program* by providing information and guidance to claimants and directing them to job placement, counselling and financial assistance agencies.

Criticism reached a peak when the unemployment insurance program became an election issue in 1972

Shortly after the revised Act was introduced in 1971, both the administration of the unemployment insurance program and the Act itself became a target of much criticism. There were complaints about delayed cheques, about the impersonal attention given by bureaucrats to some very personal problems (most claims were handled by mail), and about the "rip-offs" of the unemployment insurance fund by those not actively or seriously seeking work. There were also complaints that some of the changes to the Act made it easier for claimants to cheat. And organizations such as the Canadian Manufacturers' Association and the Chamber of Commerce opposed the

inclusion of special benefits in the Unemployment Insurance Act. Criticism reached a peak when the unemployment insurance program became an election issue in 1972, with benefit payments almost reaching the $2 billion mark that year.

Concerning the problems in implementing the Act, Robert Andras, Minister of Manpower and Immigration, said in a speech in May 1974: "Instant introduction of the complex revisions coupled with the high level of unemployment and the universality of coverage created severe administrative difficulties in the beginning, which...in many publicized instances, resulted in less-than-adequate service for claimants as well as less-than-adequate control of the program."

But, according to a UIC spokesman, steps have since been taken to solve the problems encountered in implementing the Act. A major step was the "New Approach" introduced in April 1973 to provide more personal and efficient service to claimants by introducing the service-unit concept. The latter breaks down UIC offices into small working units to handle a set of clients—this replaces the former mail order system of processing of claims. Now, as many claimants as possible are dealt with on a face-to-face basis by an insurance agent who handles the claim from the day of application until benefits run out. There are about 351 UIC locations across Canada.

What about the control factor? "The service element implies control," says Ruth Weiske of the information service division. "People have a tendency, if they think they are dealing with a faceless bureaucracy, to perhaps try to get a little more than they are entitled to because 'who will ever know'. But having to come in and see a UIC officer—who tells them the amount of benefits they are entitled to and what they have to do in exchange—be ready, willing and able to work at all

During 1974, emphasis was placed on strengthening the links between the UIC and the Department of Manpower and Immigration

times—has more of an impact. It enables us to identify more readily those who are not really interested in working and who would like to draw benefits but don't want to meet their obligations."

Also, said Weiske, the UIC has increased the size of its benefit control staff—the UIC officials who investigate possible areas of abuse with respect to claims. Recently, Andras told the Standing Committee on Labour, Manpower and Immigration that the number of disqualifications and disentitlements rose from 258,000 in 1973 to 266,000 in 1974.

During 1974, emphasis was placed on strengthening the links between the UIC and the Department of Manpower and Immigration. One major joint program is the Special Job Finding and Placement Drive, initiated in April 1974 on an experimental basis. Initially, it involved 44 Canada Manpower Centres and 25 UICs in seven metropolitan centres, Halifax, Montreal, Toronto, Hamilton, Winnipeg, Edmonton, and Vancouver.

The purpose of the project, said Weiske, is to put U.I. claimants in touch with the services of Canada Manpower as soon as possible. The drive is directed not only at finding jobs for unemployment insurance claimants but also employable welfare recipients and Canada Manpower clients with special difficulties. Unemployment insurance claimants are identified and asked to come to the Canada Manpower Centre for an introductory interview with follow-up sessions at four-week intervals if a job is not obtained.

In terms of unemployment insurance claimants only, the results of the program from April 1, 1974 to December 31, 1974 are as follows:

- 170,000 claimants were exposed to the program;
- 15,000 were placed in jobs by CMC counselling;
- 1,045 were referred to training courses;
- 21,000 found work on their own after counselling by a Canada Manpower Centre;
- 59,000 were disqualified or disentitled following Manpower reports indicating that they were not actively seeking work or had refused to take suitable jobs offered to them.

An extension of the Special Job Finding and Placement Drive became effective April 1, 1975. It is now operating in 34 cities involving 84 Canada Manpower Centres and 56 Unemployment Insurance Commission offices, with plans to extend the program to all Canada Manpower Centres in April 1976.

According to a submission entitled "The Employment Service" presented by the Department of Manpower and Immigration to the Standing Senate Committee on National Finance, the drive has important benefits for the Unemployment Insurance Commission. "As a result of the placement of U.I. claimants, and of disqualifications and disentitlements imposed by the UIC in cases where claimants did not meet their obligations under the U.I. Act, there is expected to be a saving to the U.I. account of about $30 to $40 million for the fiscal year 1974-75."

But a submission by the Canadian Council on Social Development to the Senate Committee on Finance, made some critical comments concerning the overall performance of the drive.

"In terms of placement as a percentage of numbers contacted, the record of success is poor: from April 1974 to December 31, 1974, only about 9 per cent of 344,959 people asked to come to a Canada Manpower Centre were placed. Others of course may have found jobs on their own while others were directed to training and mobility programs (only 5,664 however). There are two items that disturb us...First, why do more than one third of the individuals not come for the initial interview? One possibility...is that they have little faith in the ability of the Canada Manpower Centre to find them a job. Another possibility is that they regard this as a 'snooper' operation with little purpose other than to cut them off welfare or unemployment insurance...If the main inspiration of the program is to check up on the unemployment insurance cheaters then, it represents a regressive move..."

"In terms of placement as a percentage of numbers contacted, the record of success is poor"

Besides the joint efforts of the Unemployment Insurance Commission and Manpower, there is also increasing co-operation with employers. One example of such co-operation occurred in the town of Hawkesbury, Ontario, which has a population of 15,000. Since 1965, 14 new plants have opened in the Hawkesbury area, creating about 2,000 new jobs. But despite the new employers, many of them in labour-intensive industries such as textiles, electronics, metal and carpet manufacture, the response by the labour force was less than overwhelming.

Therefore, in March 1974, about 27 employers joined forces to form the Hawkesbury Industrial Commission. With the help of the Canadian Manufacturers' Association, a meeting was held with the UIC and Canada Manpower, who together decided on a combined job placement drive—for although there were numerous job vacancies, there was also a large unemployment insurance claimant population in the area.

Claimants received notices requiring them to attend meetings where they were reminded of their rights and their obligations to find work. They were interviewed by a Canada Manpower counsellor who told them about the available job opportunities. Those who were asked but who did not come to the meetings were investigated and taken off the rolls as a result of disqualification or disentitlement.

In a *Financial Times* article, P. Nison Knowlton, secretary of the employers' group, said the drive had managed to solve the town's labour difficulties, or most of them. The Hawkesbury procedure is being followed in Ottawa in a modified form.

But reorganizing and tightening the Unemployment Insurance Commission's operations may not be enough. There is yet another growing concern—the steeply rising cost of benefits. Don McGillvary of the *Financial Times* pointed out that UIC costs could reach $3.5 billion this year compared with $2.1 billion in 1974. In the first three months of 1975, nearly $900 million was paid out in unemployment insurance benefits, a 30 per cent increase from the $692 million in the same quarter in 1974.

The Unemployment Insurance Act is now under review. On July 8, 1975, Manpower Minister Robert Andras introduced a bill in the House of Commons, designed mainly to tighten up the unemployment insurance legislation. The major proposed amendments are:

- The period of disqualification from benefits for claimants who voluntarily leave their employment without good reason, who refuse to accept suitable employment or who get fired for misconduct will be increased from the current three weeks to six weeks.

As the unemployment rate rises so will the costs of the unemployment insurance program

- Persons aged 65 or more will stop paying unemployment insurance premiums if they continue working, and will not be eligible for benefits if they become unemployed. At age 65, however, they will still receive the special retirement benefit—a lump sum payment equal to three weeks of benefits.

- Employee-employer premiums will increase in 1976 due to the proposal that the employee-employer contributions pay for the equivalent of insurance benefits up to the cost of a 5.3-per-cent level of unemployment instead of the present 4 per cent benchmark. The new figure is the average rate of unemployment over the past eight years and would in future be adjusted to reflect the most recent eight years.

- The special benefit rate of 75 per cent to claimants with dependants or those who are so-called "low income" claimants will be brought into line with the standard benefit rate of 66.6 per cent.

- The qualifying period and benefit period for specified groups of claimants will be extended beyond the present 52 weeks. Claimants will therefore be able to receive benefits after a period on workmen's compensation or on a training course, without subtracting the time on compensation or on training from the time they can receive benefits.

• The eligibility for sickness benefit will be made more flexible. The allowable period of 15 weeks of sickness benefits can be claimed during the first 25 weeks of unemployment, rather than only the first 15 weeks as at present.

Besides the recent amendments, Andras in the past year has given some indication concerning the future direction of the unemployment insurance program. There seems to be an emphasis on transforming the unemployment insurance plan from an income support measure into a plan to provide better work opportunity in the future. Andras has said that he hopes to direct unemployed Canadians to enrol in training courses that would better qualify them for future jobs and thus avoid unemployment. This plan, however, is aimed primarily at the hard-core unemployed—that is, those jobless repeaters, who because of low skills and insufficient training are constantly shifting in and out of menial jobs.

In a speech last November, Andras said: "One of my concerns has been the expenditure of funds on the unemployment insurance programs....Why can't we use the public funds that we spend through this program in a way that not only meets the income requirements of the unemployment insurance claimants, but also enhances their capacity to engage in useful and satisfying work?"

As a step in this direction, often called the "developmental" use of unemployment insurance funds, the Unemployment Insurance Commission and the Department of Manpower and Immigration have developed a pilot project in Newfoundland.

According to Andras, "The project involves the training or re-training of unemployment insurance beneficiaries and calls firstly, for the joint agreement on criteria for selection of suitable claimants, and secondly, for the use of unemployment insurance benefits as income support while the people are being trained. UIC benefits will almost entirely be substituted for the traditional manpower training allowances, thus making positive use of unemployment insurance funds by supporting unemployed workers in the upgrading of their skills."

During 1974, about 500 trainees participated in this training project with another 1,500 to be brought into the 1975-76 phase. This project exists alongside the regular Canada Manpower Training Program in Newfoundland, which is expected to consist of 6,800 trainees in 1975. Newfoundland was chosen as the site for the project because its unemployment rate is the highest in Canada and because of its geographical isolation.

Said Andras: "This project reflects my firm conviction that most unemployment insurance claimants want meaningful employment. Considering our common objectives, it is only natural that Canada Manpower and the UIC should and would join forces. Both want to provide claimants with every opportunity to re-enter the labour force."

The rate of unemployment is already high and forecasts predict the rate is likely to increase in the coming months—Woods Gundy Ltd. foresees an annual average of 7.3 per cent and the Conference Board in Canada expects unemployment to rise to 7.7 per cent. If these predictions come true, the unemployment insurance program will become more important to Canadians, no matter what their job. However, as the unemployment rate rises so will the costs of the unemployment insurance program, which is subsidized not only by the federal government but also by employers and employees. That is why it will become increasingly important to ensure, either by administrative or legislative means, that only those who are willing to fulfil their obligations under the Unemployment Insurance Act receive benefits. lg

Social Assistance Legislation in 1974

The following review is a summary of changes in provincial legislation, regulations, and administrative circulars affecting social assistance payments to those in need. The changes include:

- *those that affect levels and/or conditions of payments;*

- *those that create or expand programs whose benefits are designed to meet the needs of segments of a province's population, including those in receipt of provincial transfer payments.*

The accompanying table should be interpreted with caution: although the figures shown are maximum permissible rates, welfare legislation in each province still allows officials—within limits—to tailor actual payments to assessed needs. During 1974, every province increased some social assistance rates.

Finally, if during 1974, there was no change in a given program, that program is not mentioned.

Prepared by the Welfare Information Systems Branch of the Department of National Health and Welfare.

Newfoundland

The Newfoundland government distinguishes between social assistance paid to the unemployed, and assistance paid for other reasons. In the eligibility criteria, however, the definition of "non-allowable income" applies to both categories. For single persons, 50 per cent of monthly income up to $80, and 100 per cent of income above that sum are deducted from social assistance. The comparable amount for a family of two or more is 50 per cent up to $200, and 100 per cent above that amount.

The province also raised to $30 the maximum allowance paid to a social assistance recipient who is in a hospital or a sanatorium.

Prince Edward Island

A new *Welfare Assistance Act* was passed in 1974. It provides for assistance to those in need, as well as to those "who are likely to become persons in need." "Special assistance" may be granted to certain persons but the welfare department may recover from a recipient of special assistance part or the entire cost of services provided.

The new Act also elaborates on the conditions under which fraudulently received assistance can be recovered, and gives details of the penalties for violations of the Act.

Further, the Act enables the welfare department to operate projects leading to the self-support of recipients, to make grants to organizations that provide assistance to those in need, to sponsor or operate community development services, to approve and designate welfare agencies within the province, and to approve residential institutions in the province.

The Act also elaborates on the nature of privacy and privilege of information supplied to the department by individuals applying for assistance, restricting access to this information to officers or employees of the provincial government, the federal government, or agencies requiring the information in order to provide assistance or services.

In January 1974, the province passed a *Family Allowances Act* that provides a $10 monthly supplement payable on behalf of the fifth and each subsequent child in any family.

Nova Scotia

Effective March 1, 1974, new regulations provide for "special social assistance" to be granted to residents of Nova Scotia who receive the federal Guaranteed Income Supplement.

The limitations on assets for persons applying for that assistance are: $1,000 for a single person and $1,500 for a married person. In March 1974, this non-taxable assistance ranged from $50 to $110 depending on the amount of the Old Age Security pensioner's Guaranteed Income Supplement.

New Brunswick

In September 1974 a new clause was added to the Social Welfare Regulations providing for assistance to be granted for day care services. To become eligible for this assistance a family must show social and financial need. "Social need" is defined as: a single parent family where the parent is working or receiving medical treatment or is enrolled in an educational program; or a two-parent family where both parents work or one works and the other is incapacitated or enrolled in an educational program; and in any case, where day care is recommended by a social welfare agency.

Maximum Monthly Social Assistance Rates* In Canada By Province, 1974

Province	Single	Couple	RECIPIENT UNITS (age of children in brackets) 1 Adult 1 Child (3)	1 Adult 2 Children (3,6)	1 Adult 3 Children (3,6,9)	1 Adult 4 Children (3,6,9,12)	2 Adults 1 Child (3)	2 Adults 2 Children (3,6)
	$	$	$	$	$	$	$	$
Newfoundland[1]	215	350	350	385	420	455	385	420
Prince Edward Island[2]	139	289	287	351	419	518	353	405
Nova Scotia[3]	175	256	276	307	332	357	303	334
New Brunswick[4]	160	255	233	263	293	323	285	315
Quebec[5]	177	283	263	300	337	379	320	357
Ontario[6]	170	296	294	355	414	483	357	360
Manitoba[7]	125	212	206	263	323	399	276	328
Saskatchewan[8]	130	200	220	310	400	480	290	380
Alberta[9]	143	275	256	285	334	402	322	348
British Columbia[10]	160	270	290	360	430	500	340	410

SOURCE: Department of National Health and Welfare, Program Information and Documentation Division, (Welfare) March 1975.

* Includes family allowance.
1 Effective January 1, 1974.
2 Effective March 1, 1974.
3 Effective July 1, 1974.
4 Effective July 1, 1974.
5 Effective May 8, 1974.
6 Effective October 1, 1974.
7 Effective October 1, 1974.
8 Effective December 1, 1974.
9 Effective January 1, 1974.
10 Effective September 1, 1974.

"Financial need" is determined by an income test to be applied as follows: income less than the maximum social assistance rate, including family allowances, plus an additional standard amount for non-cash benefits or work-related expenses as determined by the department. A family unit with income in excess of the above but below the provincial average income will receive assistance for day care less 50 per cent of such excess income. Parents whose income exceeds the provincial average are not entitled to assistance for day care.

New instructions were issued about the definition of "disability." The disabled are now allowed liquid assets up to $1,000 per recipient and $2,000 for a two-person group, plus $300 for each additional dependant. Moreover, those in this category receiving assistance are entitled to a special allowance of up to $45 a month to purchase health and medical supplies and welfare services. In no case is the amount of assistance granted to a disabled person permitted to exceed the Old Age Security plus the maximum Guaranteed Income Supplement.

Effective August 1974 New Brunswick's Senior Citizens' Shelter Supplement provided for an annual payment of $60 for a single and $120 for a couple receiving the Old Age Security and the Guaranteed Income Supplement.

Québec

Three significant changes took place in Québec; first, effective January 1, 1974, and at the beginning of each year thereafter, the province indexes benefits under the Family Allowances and Social Assistance Program by an amount equal to the rise in the Consumer Price Index.

Secondly, certain regulatory changes introduced in 1973 lead to a new method of computing "income" for purposes of assessing financial aid to persons in need. Accordingly, the following are not to be included as income: alimony that has not been regularly received for six months, provided the social assistance recipient has taken necessary steps to remedy the situation; and premiums received by a social assistance recipient from a sheltered workshop in order to meet expenses related to attending that workshop.

Thirdly, in December 1974, Québec's National Assembly passed Bill 40 setting up a *Social Affairs Commission*, consisting of at least 5 members, designed to replace the Social Aid and Allowance Appeal Board (1969); the Board of Review, which hears applications under the Mental Patients Protection Act (1972); and the committee of arbitration, which settles conflicts between establishments and physicians.

In addition to the responsibilities hitherto assigned to the above bodies, the Commission hears the following appeals:

- under the Public Health Protection Act (1972);
- contestations of elections or appointments under the Health and Social Services Act (1972);
- exemptions from payment for health and social services;
- reconsiderations made by the Québec Pension Board;
- the Health Insurance Act (1972); and
- together with other courts, requests by recipients to have access to their medical and social service records.

Ontario

A new program, the Guaranteed Annual Income Supplement (GAINS), came into effect in July 1974. Available to those 65 and over with a minimum of five years' residence in Canada, including one year's residence in Ontario, as well as blind and disabled persons, the program supplements individual and family income. In October 1974, a single beneficiary received $225 per month, a married couple where the spouse was neither blind nor disabled received $351 a month, and, if the spouse was either blind or disabled, the couple received $450 a month. Any income received through the Old Age Supplement–Guaranteed Income Supplement program is reduced from the GAINS program on a dollar-for-dollar basis.

The GAINS program required several other changes in the *Family Benefits Regulations*. A prescription drug program came into effect outlining a list of drugs and paying for them on behalf of recipients of GAINS, the Old Age Security-Guaranteed Income Supplement and social assistance.

Manitoba

Effective July 1974, regulations under Manitoba's *Social Services Administration Act* provide for provincial supplements to recipients of the Old Age Security and Guaranteed Income Supplement. Supplements for a single pensioner range from $3 to $23.46 a month, depending on the Guaranteed Income Supplement received by the pensioner. Comparable figures for a couple where both are pensioners are $3 to $25.29 a month, and where only one spouse is a pensioner, $5.45 to $23.46.

Administrative circulars continue to be the major means of announcing the

level and type of assistance paid to those on social assistance.

Saskatchewan

Effective October 1974 the financial resources section of the regulations of the *Saskatchewan Assistance Act* was amended. The following are *not* to be included when assessing a person's financial needs: for a single person, the greater amount of either $50 or 25 per cent of the amount of social assistance to which the person would be entitled if he had no income and no work-related expenses. For a family unit, the exemption is the greater of either $100 or 25 per cent of the amount of social assistance including family allowance to which the family would be entitled if they had no income.

With the exception of the physically and mentally handicapped this exemption, however, does not apply to individuals or family units whose net earnings equal or exceed 50 per cent of the amount of social assistance to which they would be entitled if they had no income.

In October 1974, the Saskatchewan government also introduced a *Family Income Plan* by amending the social assistance regulations of the *Saskatchewan Assistance Act*. The plan sets a minimum "family income" of $4,500 per year (plus federal family allowances), and pays benefits according to the number of children up to a "cut-off level." The cut-off varies according to the number of children in a family. For example, in 1974 it stood at $5,700 for a family with one child and $9,060 for a family with four children. Full benefits are paid to families below the minimum family income. Benefits are reduced on a basis of $1 for every $2 of other income received up to the cut-off level. "Full benefits" are $40 monthly for each child up to three children in a family, and $30 monthly for the fourth and each subsequent child.

Alberta

Since January 1, 1974, Alberta has had varying rates of (federal) family allowances. The enabling legislation, the *Social Development Amendment Act*, was passed on June 6, 1974. The monthly rates are based on the age of a child, and for 1974 stood at $15 for a child aged 6 years or less, $19 for a child aged 7 to 11, $25 for a child aged 12 to 15, and $28 for those aged 16 and 17.

Effective January 1974, the Alberta government also introduced an *Assistance to Senior Citizens* program, adding $10 a month for Old Age Security pensioners receiving Guaranteed Income Supplement, extending their health care benefits, and eliminating their health care premiums.

In April 1974, the Alberta government increased subsidies to contract nursing homes to $12.15 a day for private and religious institutions, and $11.75 to publicly-operated ones.

British Columbia

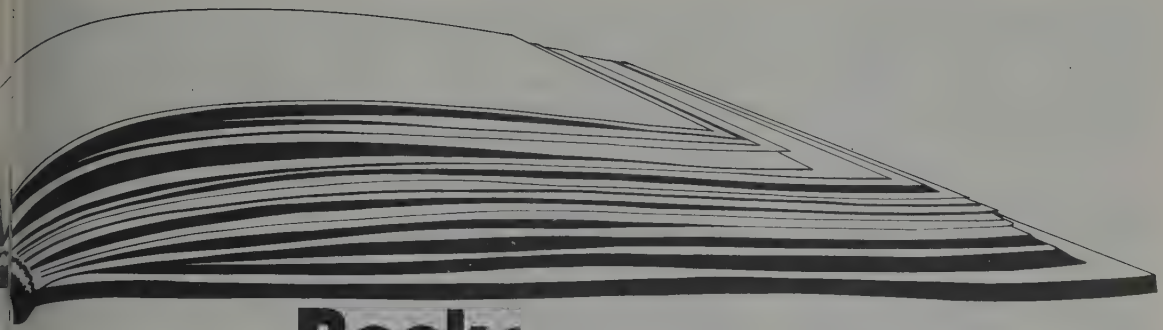
In June 1974, the British Columbia provincial legislature passed the following acts in the field of human resources.

1. The *Community Resources Act* establishing the *Regional Community Resources Board* whose directors are to be appointed for two years on the following basis: one by each local community board within the region, one by each school board within the region, two by all mayors of towns and cities within the region, and three by the provincial government. Local Community Resources Boards with between 10 and 15 directors are to be elected by resident Canadian citizens of that community. In addition to assuming the responsibility of providing social services, the act mentions that a *Community Resources Board's* functions include, *inter alia*, the "...development and provision of an integrated system for the delivery of social services within the community." The act also provides, at the discretion of the provincial government, for the establishment of "community human resources and health centers."

2. The *Human Resources Facilities Development Act* providing British Columbia with the authority to develop residences for children, special homes for the handicapped and disabled, hostels and residences for adults, centers for senior citizens, and workshops for the handicapped.

"Circular letters" from the director of human resources peiodically announce the latest level of benefits payable under British Columbia's *Mincome* program.

In December 1974, one of these letters stated that, effective January 1, 1975, benefits for single recipients are to be fixed at $234.13, and for married couples (when both are eligible), at $468.26. These rates are $30 and $78 respectively higher than comparable Old Age Security—Guaranteed Income Supplement rates. lg



Books

Gompers in Canada:

A Study in American Continentalism Before the First World War

by **Robert H. Babcock**, University of Toronto Press, 1974.

Many of the problems plaguing the Canadian labour movement in its long search for social reform (and revolution) can be understood only through a detailed study of the earliest years of the Canadian labour movement. Robert H. Babcock in *Gompers in Canada* provides a much-needed exhaustive historical and analytical account of the growth of trade unions in Canada at the turn of the century.

Of crucial importance to the student of the Canadian labour movement, he documents the impact and importance of Samuel Gompers and international unionism on the Canadian labour movement.

It is no accident that the book begins with an account of the debate in the Canadian Senate on 29 April 1903 on the "Lougheed" Bill. It is here that one finds many of the arguments concerning the benefits and liabilities involved in the rise of international unions in Canada:

"The international union, through its expansion into the Canadian branches of what had become a continental job market, protected the interests of its American members. And it introduced generally superior American wages and working conditions into the Canadian industrial community.

"Canadian locals, often scattered over vast distances, small in size and few in number, found the benefits of affiliation with larger and richer American groups quite attractive."

Nor is it an accident that Canadian businessmen should be debating the issue. American unions followed American business into Canada, and both justified their actions in terms of Social Darwinism.

"After 1898 the whole rationale for the AFL's relationship with the Canadian labour movement changed, responding to new developments within the American business community. In a word, branch-plant factories begat 'branch-plant' unionism."

It was not unnatural that "expansions seemed 'natural' to trade unionists. Most craft-union leaders shared the Darwinism of the business community. The labour movement was thought to be an organic, living thing which followed pre-determined laws of growth and decay.

" 'When the Yankee capitalist did this it was but natural that the Yankee 'agitator' should follow him." Gompers' words remain to this day the chief justification for international unionism in Canada."

Within the TLC, political action was perceived to be inimical to the interests of labour unions within Canada. This is an attitude that can be directly attributed to Gompers:

"In Gompers' view, labour politics interfered with workers' dedication to their trade unions. He believed that independent political action, or the advocacy of socialism, often led to dual unionism. Political unionists generally favoured industrial over craft organization, relied upon ideological cohesion rather than pride of craft, and tried to exert political as much as economic power."

The argument over political action by trade unions would lead to many convulsions within the western labour movement and led directly to the east-west split in the Canadian labour movement.

"Hence, radical labour politics in the Coast province led to a split with the

Eastern-based Trades and Labour Congress, and to affiliation of elements in the labour movement of the Canadian West with the Western Federation of Miners-American Labor Union combination.

"The West stood for industrial unionism and radical political action; the East endorsed craft organization and legislative lobbying."

As late as the TLC convention in Calgary in 1911, Victor Midgley "came to the traditional left-wing conclusion about jurisdictional frictions. Craft unions, he observed, were heavily absorbed in internal disputes that prevented continuing co-operation among trades in a given industry. Craft unions had demonstrated their inadequacy in combating aggregations of capital."

In conclusion, it must be pointed out that the 1902 Berlin convention of the TLC settled the fate of internationalism in Canada. It must be stated that the failure of socialists in Canada cannot be explained only in terms of their own "phariseeism".

"As long as Gompers, Morrison and Flett countered Simpson's efforts to bridge the gap between trade unionism and socialism, the ideological divisions were likely to continue. As long as trade-union funds remained under the control of international craft unions, there was little likelihood that the labour political movement in Canada would be adequately financed.

"Their conviction that socialism in trade-union ranks inevitably mushroomed into dual unionism led Gompers and Morrison to exert every effort to secure the defeat or isolation of those Canadian socialists who were attempting a reconciliation of trade unionism and socialism." lg

—Robert Sims
Research associate at the Institute of Canadian Studies, Carleton University, Ottawa

Robert H. Babcock, chairman of the department of history at Wells College, Aurora, N.Y., has written a part of labour history of which little has been recorded until now: Samuel Gompers' dealing with the Trades and Labour Congress during the first two decades of the 20th century. Babcock scanned correspondence between Canadian labour leaders and both the AFL's president and its secretary, Frank Morrison, from the AFL-CIO archives in Washington, as well as AFL periodicals and Canadian newspapers of the period.

He concludes that by imposing the AFL stamp on Canadian labour and moulding it in the AFL image—promoting craft unions and opposing both dual unionism and the seating of socialist politicians as delegates at Canadian labour conventions—Gompers and the AFL "operated as a divisive force" by transforming the TLC "from a body unifying Canadian unions into an arm of the international crafts". Babcock says also that the evidence suggests that Gompers and Morrison "retarded the growth of a movement aligning trade unions with moderate social policies, and perhaps delayed the appearance of labour politics as expressed today in the New Democratic Party."

Babcock is obviously correct in concluding that the TLC became an arm of the craft unions. His assumption that the AFL retarded the growth of labour politics, however, may not be correct. Even in the first decades of this century Canadian workers' organizations had their divisions: radical socialists, moderate socialists, Liberals, Conservatives, easterners, westerners, Knights of Labour, International Workers of the World, and Quebec workers, whom the clergy wanted organized in Roman Catholic, French-language confessional unions. It seems naive to suggest that those diverse groups would have joined in a movement aligning unions with moderate social policies, with or without the activities of the AFL.

Gompers in Canada is well-written history when its author confines himself to relating activities as they are recorded in the original sources he quotes. It is interesting to read that so many of the current issues in Canada-U.S. labour relations were concerns in the first decades of this century: the expansion of U.S. branch plants in Canada; the debate over industrial and craft unionism; concern about the autonomy of Canadian sections of international unions; complaints—then, as now, unproved—that Canadians were sending more in dues dollars to the U.S. than they were getting back in services; and, above all, instance after instance of the supposedly subservient TLC taking differing stands from those of the AFL, particularly in legislative matters. An example is the TLC endorsement of the 1907 Industrial Disputes Investigation Act, which the AFL denounced.

Unfortunately, the author loses credibility by using value-laden words and making many gratuitous assumptions, a fault of many academics with little direct experience in the labour movement. These are only a few examples: Gompers' efforts to achieve "a continental monopoly;" The great "sin" of the American labour movement "apparently" was to challenge this monopoly; socialists, "in Gompers mind must have been" perpetually guilty of the "sin" of dual unionism; the international movement "commanded" 88.3 per cent of Canadian union locals by 1914; at the 1909 AFL convention in Toronto some of the Canadian delegates decided "apparently to flatter their way into the AFL treasury;" the rank and file of the TLC "possibly" under instructions from international headquarters in the United States overrode their leaders' advice; American craft unions first "invaded" British North America during the middle of the 19th Century.

One of Babcock's most naive observations is that he disputes Morrison's calculations that the AFL

was spending more in Canada than it was collecting in dues from Canadian unionists: "In 1907 the Toronto *Globe* cited a Congress report which counted 756 AFL-affiliated locals in Canada, with 51, 779 members. These men 'must have paid' $3,106.74 in dues." Any experienced trade unionist knows that unions frequently lag and welch in payments to their labour centrals. They "might have" paid dues on that many members, but no one can say authoritatively that they "must" have.

"Gompers opposed Canadian legislation deemed hostile to American interests and waged war upon socialists and dual unions in Canada in order to monopolize trade unionism throughout North America," Babcock writes. "The French factor in Quebec, the strong Canadian tradition of positive government and the desire of Canadian unionists to build a social reform movement were filtered out or warped by a bureaucratic structure and system of values which had arisen from the experience of Gompers and the AFL solely in the United States."

That may be true, but it is in no way objective to suggest that Gompers *imposed* his U.S. brand of unionism on Canadians. It was adopted by Canadian workers who signed international union cards and whose elected representatives voted democratically for the Gompers' way at union conventions. The invaders were often welcomed as liberators, and Gompers, in one of his rare visits to Canada, was cheered "just like the Prince of Wales" when he marched with 15,000 people in the 1903 May Day parade in Montreal. The AFL's only full-time representative in this country was a Canadian, John A. Flatt, of Hamilton.

'Canadian workers themselves chose Gomperism over the alternatives offered. The masses of them are not, and never have been, the progressive social democrats so many academics wish they were. Babcock himself suggests one result of this choice: "Wages and working conditions might well be less satisfactory in Canada had not the international unions exerted a constant pressure upon Canadian industry to match Canadian standards."

The success of Gomperism suggests Canadian workers, then as now, were more concerned about the size of their pay cheques than about working-class political power. Babcock quotes an observation by Gompers that whenever labour has tried to organize a party, "control has been wheedled out of their hands by a lot of faddists, theorists or self-seekers, and thus perverted from its true labour interests and working-class characteristics." The 1975 NDP federal leadership convention bears Gompers out, at least in part. Among the five leadership candidates there may have been no "faddists, theorists or self-seekers" but there was only one candidate with "working-class characteristics" and he was dropped in the first ballot. lg

—Roy LaBerge

forum

A Reply to "Call for Restraints"

After reading the "Call for Restraints" article by Walter R. Lawson in the July 1975, **Forum**, it appears that the editor is reaching for material to publish.

Lawson infers that organized labour has blackmailed corporations to the extent that legislation is required to curb their power. He also condemns government's policies regarding economic restraints.

There are many causes of the current inflation. The unreasonable, unwarranted corporate profits have to be on top of the list. Organized labour recognizes that corporations must have a fair return on their investments as well as finance the corporate expansion programs.

However, one must seriously question the sky-rocketing profits made by industries such as oil companies, sugar companies, supermarkets, and so on. One must wonder how corporations were able to function under marginal profits in the past.

The unconscionable desire for corporate profits is so great that it is relatively easy for organized labour to negotiate high wage settlements. It is only good business for a corporation that is making a 100 per cent profit to concede to a 20 per cent wage demand rather than face a long strike. If this same corporation were making a 20 per cent profit, then a concession of 20 per cent wage demand would be impossible. Consequently a smaller wage settlement would result.

Higher corporation profits are a result of higher prices, which demand higher wage settlements. This vicious inflationary cycle could be tempered by lower corporate profits. The demand for legislation to curb high wage settlements implies that we should maintain our present rate of inflation, but with higher corporate profits. These profits, in some instances, are so embarrassingly high that the corporations are using a new system of budgeting in order to hide some of the profits.

The grain handlers, the air controllers and the postmen are not blackmailing the employers by their large wage demands, rather they are trying to stay abreast of consumer prices and also to catch up with the rest of the community. However, the pressure exerted on the governments by the corporations is nothing short of economic blackmail. It takes a government with a lot of intestinal fortitude to buck the Canadian Manufacturers' Association. The government is so conscious of this fact that it would be political suicide to impose price controls without wage controls, even if the case were justified. The government recognizes that price controls could result in corporate misbehavior, such as temporary stoppage of production, slow-downs and inefficient operation which, all in all, would produce an economic disaster. A good example of this is the Bell Canada tantrum after it failed to get the additional increase for its services. Legislation forcing the corporation to stay in production would be impractical.

Therefore, one must wonder which side has the most economic power, and if regulatory legislation should first be solicited to curb the power of corporations rather than organized labour.

The solution to curb the present inflation is not an easy one. For a start, we may consider bringing corporations, government and labour together to seriously and conscientiously work towards an acceptable rate of inflation within the framework of our economic potentialities.

Stan Fedorowick
Research Officer
Ontario Hydro Employees Union
Local 1000, Toronto

Asbestos Regulations

I read with interest David R. Quintner's article in the June *Gazette* entitled "Asbestos—the Hidden Time Bomb". While on the whole Mr.

Quintner's article reflected good research and served a useful purpose in a labour journal, it unfortunately reflected some of the geographical short-sightedness with which we in the West have become familiar. I refer in particular to the paragraph on p. 341 which begins:

"Canada, as yet, has no legally enforceable standards—only guidelines: in Quebec, 5 fibres; in Ontario, 2 fibres".

In fact, the Province of Saskatchewan by Order in Council last March adopted stringent Asbestos Regulations under the Occupational Health Act.

The regulations prohibit the carrying on of *any asbestos process* unless exhaust ventilation is provided which "prevents the dispersal into the air of asbestos dust," or where this is impracticable, unless approved respiratory protective equipment is provided for and worn by each worker who may be exposed. The regulations prescribe procedures for the cleaning and disposal of asbestos waste, and for maintaining and repairing asbestos surfaces. They require that all employees who are likely to be exposed to asbestos dust be warned of the hazards of asbestos, and that special training be given in the use of protective equipment. Annual medical surveillance is required for all persons regularly engaged in an asbestos process, the employment in any asbestos process of persons under 18 years of age is prohibited, warning labels are required on all substances containing asbestos, and a ban is placed on the bringing into any workplace of crocidolite (blue) asbestos.

Under these regulations corrective action has been required where fibre counts were as low as 0.3 fibres/cc.

Our Asbestos Regulations do not refer to any specific threshold limit values (TLVs) or maximum allowable concentrations (MACs). We feel that to certify any exposure as "permissible" or "safe" is unjustified, and that every effort should be made to substitute less toxic materials, to introduce engineering controls, to isolate and contain asbestos processes or to use wet methods. If these efforts do not eliminate the dust, protective equipment must be provided and used. We feel that imbedding TLVs into regulations or legislation tends to over-emphasize the activities of measurement and monitoring, and that emphasis should instead be on corrective actions to reduce exposure as close to zero as is practicable.

We are, of course, aware that the asbestos problem in Saskatchewan is simpler and less massive than in areas where the mineral is mined and fabricated. We also have the advantages of statutory Occupational Health Committees in workplaces throughout the province, to aid in identifying problem areas and in many cases resolving them without any direct Government intervention. Despite these special aspects of our situation it seems to me that our recognition of and approach to the asbestos problem is a significant one of which readers of *The Labour Gazette* should be aware.

Jennie Smythe
Director, Education & Research Branch
Occupational Health & Safety Division
Saskatchewan Department of Labour

Illegal Strikes

It has often been said that there are no effective sanctions against illegal strikes where large numbers of workers are involved.

A recent case in Québec proves otherwise. There 2,100 illegally striking members of the International Longshoremen's Association returned to work after being ordered to do so by the Parliament.

The teeth in the order were fines of up to $10,000 for union officers and $1,000 for members, and up to two years' imprisonment.

It's obvious that the threat of jail, in most instances of illegal union activities, is an empty one. The government is never going to jail 2,100 union members, or any other large numbers of labour miscreants.

But when the threat is financial and substantial, it is real....

When individual union members and whole unions are threatened with severe financial penalties or even bankruptcy, and the government demonstrates its determination to carry out the threat, workers will surely think twice about starting or continuing an illegal strike.

Editorial in *The Toronto Star*

PS Bargaining

For all its faults, the system that gave most public employees the right to strike has worked well over the last nine years.

Three hundred and one labour contracts were signed by the federal government between January of 1967 and February of this year. Only six came after a legal strike.

The monetary cost, furthermore, has not been inflationary. Last year, when major private industry wage settlements were running at 14.2 per cent, federal public service agreements were being negotiated for 3 per cent less money.

The figures for the first quarter of 1975 are comparable: 16.1 per cent in the private sector and 12.9 per cent in the public sector.

This is not to detract from the problems that postal workers, teachers

and garbage collectors create when they strike.

Neither is it meant to suggest that bargaining techniques in the public sector are any better than in private industry.

But it does suggest that the cost of giving government employees the same bargaining rights as their private sector colleagues has not been all that great.

Québec's decision in the mid-1960s to build on Saskatchewan's 1944 public service bargaining example by giving everyone except policemen and firemen the right to strike, understandably at the time was considered by some as a horrible mistake.

It did have some dire consequences. The massive 1972 "common front" demonstrations that led to a two-week closing of schools, hospitals and most government offices is testimony to that.

It also taught some lessons, the most important of which probably is that too much cannot (or should not) be attempted at once....

Relatively few state employees in the U.S. have the right to strike. About per cent of Canada's 747,000 directly-employed federal and provincial public servants were members of unions early this year. A year ago, only 29 per cent of all state and federal employees in the U.S. were organized.

Canadians still face a number of public service bargaining confrontations this year. The signals for the last six months are for showdowns with large groups of teachers, post office sorters and transportation personnel; hospital workers and public servants.

Federal government negotiators note that more and more employee groups at that level are opting for the right to strike and say "future settlements may not come from voluntary agreement but follow work stoppages."

That may be. In the meantime, Canadians may want to look at someone else's problems. If public service strikes seem to be causing an intolerable degree of inconvenience, they can start watching how matters develop throughout the U.S. over the next few years.

The system there may well produce the same problems. But if it does not, it will largely be because American legislators have borrowed from Canada's experience in the field and will have learned from our mistakes.

Clayton Sinclair
Financial Times News Service
In *The Citizen*. Ottawa

Industrial Accidents

Industrial deaths in Québec run between 250 and 300 a year. The figure is not large compared with other forms of human destruction, a fact that may account for the low level of public and government interest in the problem. Working deaths are about on a level with drownings, below the level of accidental falls, well below deaths from smoking, and only one-eighth the number of deaths from automobile accidents.

Nevertheless, it is not unreasonable to suppose that constructive action could reduce the figures by half, and on grounds of both compassion and economy we should get on with it. There is no such thing, of course, as perfect safety. Any accident rate is a trade-off between advantages and risks. But to accept risks that need not be accepted is to acquiesce in a sort of moral equivalent to manslaughter.

In learning to live safely with our technology, the primary onus must fall on employers. It is they who supply the machines and control the environments that give rise to accidents. They cannot shift responsibility to their employees, the government, or the deity. A century ago a boiler explosion was an act of God. Today we know better and there are very few boiler explosions. Safety can be built into a plant.

The incentive for industrial action, however, must come from government—difficult in Québec, where the government itself lacks incentive. Being kind to workers has never been as high among the Bourassa priorities as being kind to industry, lest it be driven away to another equally disinterested jurisdiction.

On a simple level, the government needs more inspectors to track down violations and see that employers either eliminate them or face prosecution. Beyond that the inspectors need a mechanism for co-operation, an overall view, perhaps a supervising commission. Safety in Québec is the responsibility of seven different departments. Interdepartmental teams should be organized to study particular industries.

Identification of hazards is vital. Certain chemicals, for example, may be dangerous but necessary. The way they are controlled and stored may be equally dangerous but unnecessary. A rating list of companies by hazards—like a list of cigarettes by tar and nicotine—would be helpful in identifying priorities and far more reliable than the present system of reacting largely to publicity and complaints.

Compensation methods need overhauling to take into consideration an injured person as well as his injury. Under our present system loss of four fingers is a 33 per cent disability; never mind whether the loser is a tea-taster or a piano player. Compensation should be raised to the

Ontario level [LG Oct., p. 678] and more emphasis should be placed on rehabilitation and re-employment. The greatest need of all is for someone in charge who cares.

Editorial in *The Gazette,* Montreal

Age Discrimination

Does compulsory retirement at age 65 make any sense?

The idea of a fixed age at which a person has no choice but to retire seems to have established itself without much discussion.

Most pension plans—government and private—are based on it. Because of this, it becomes more and more an iron-clad rule. Every year it becomes even more difficult for people over 65 to keep their jobs or to find work.

Women over 65 have always found it almost impossible to get or keep a job. Only 5 per cent of the 960,000 Canadian women over 65 are even in the labour force—that is, either working or looking for work.

But 20 years ago there were jobs for 35 per cent of the half million Canadian men over 65. Now the number of men over 65 has nearly doubled but the number of jobs has shrunk. There are jobs for only 17 per cent of Canadian men who have passed their 65th birthday.

If retirement were voluntary and pensions adequate, it could be argued that this trend is a great social advance....

Compulsory retirement is indefensible, of course, on moral and ethical grounds.

Age discrimination is no different from discrimination on the basis of race, sex or religion. All of them involve prejudice—the pre-judging of an individual, not on the basis of the facts about that person but on the basis of the supposed facts about the whole group to which he belongs....

But whereas other forms of discrimination seem to be in retreat, or at least discredited, age discrimination is on the march.

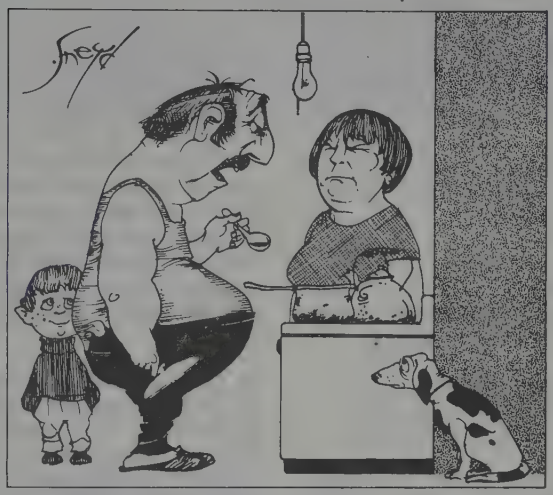
The federal government is even now enacting a change in the law which would deny people over 65 the right to contribute to unemployment insurance or to receive unemployment insurance benefits....

The net effect is to remove people over 65 farther from the working world and to drive home and entrench the idea that they should be drawing pensions, not working.

It is questionable that compulsory retirement even makes economic sense. If age discrimination were outlawed—as is discrimination on other grounds—it would require adjustment of pension plans, of course. But this kind of adjustment is surely not beyond the wit of actuaries.

The larger question is whether Canada can continue to afford to dismiss useful workers from the labour force simply because of their age. There may have been some logic to it—unfair as it was—when the "baby boom" generation was reaching working age and taxing the country's ability to provide jobs. But that era is now largely over.

From now on, because of the falling birthrate in the past 18 years, the numbers of youngsters joining the work force will decline each year. All other things being equal, we can expect a sharp slowdown in the rate



"Ah, my favorite — reconstituted leftovers!"

of economic growth because of this factor alone.

At the same time, the cost of pension plans can be expected to escalate with increased numbers of Canadians in retirement and increased rates of pension.

These are at least two good reasons why anyone over 65 who is able and anxious to keep on working should be allowed to do so.

Compulsory retirement is neat. Most discrimination is. It does not require any managerial judgment as to whether the person is doing an adequate job for his pay. All the manager has to do is look at the calendar to find out whether the employee should or should not be working.

But there is no reason why over-65s should not be subject to the same test as anyone else: If the employee is not doing an adequate job he can be discharged for his performance, not for his age.

Don McGillivray
National Economics Editor
Southam Newspapers
In *The Gazette,* Montreal

Discriminatory Benefit Plans

Employers are still allowed to dictate that certain employees, because of sex or "head of household" criteria or age, may not have access to the same amount of life insurance or pension funds or disability insurance as fellow workers earning the same salary.

That exception will be removed in new regulations scheduled for last April and now postponed until the end of the year.

It has been an awkward problem to solve fairly but it looks as though reasonable solutions are finally in sight....

The Ontario Government has moved slowly in this area. Perhaps there has been some foot-dragging but it is also very true that quick implementation of this portion of the act in its original form would have thrown many corporate benefit plans into disarray. Every benefit plan is based on certain assumptions about the frequency of death and disease. When the presumed needs are changed, then the basic costs can change just as radically....

So Mary B. who works beside John R., doing the same job and receiving the same pay, will be entitled to the same retirement benefits and disability insurance. Any differences in premiums or payments will vary on an actuarial basis only.

Many employee benefit plans were set up in years gone by when the husband was the sole wage earner of the family. In 1951, for example, women made up less than a quarter of Ontario's labour force. Of the 446,000 working women, only 37.8 per cent were married.

By 1971 there were 1.2 million women workers in Ontario and they made up 36.1 per cent of the labour force. Sixty-three per cent of working women were married. Nearly 40 per cent were entirely self supporting.

Some benefit plans failed to respond to these changes. They may not have been deliberately discriminatory but many were obsolete.

A task force was set up in January 1973 to investigate problems in modernizing benefit packages. Its report, released last April, was eminently practical.

It rejected a unisex mortality table that would have disregarded differences in average lifespans between men and women. (Women, in general, live longer.)

Editorial in *The Spectator,* Hamilton

- FORUM invites readers to freely express their opinions on topics of concern to the working population.

Letters must be signed and length should not exceed 600 words.

Legal Decisions

Back-to-Work Order

by Pierre Lépine

On March 19, 1975, the Supreme Court of Newfoundland issued a 21-day interim injunction ordering a union to stop inciting its members to cease work at a company's construction site in Quebec and enjoined the union members to go back to work.

This case * is interesting insofar as a Newfoundland judge, in arriving at his decision, was called upon to apply rules of private international law relating to an employer's right to bring an action against a trade union for a tort allegedly committed by the union outside the province.

The facts of the case were as follows: Local 740 of the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada was a trade union registered under the Trade Union Act of Newfoundland. Comstock (Quebec) Company Limited was a contractor supplying labour and materials to another company at Mount Wright, Quebec, and employed members of Local 740 at the construction site.

Pierre Lepine is a research officer with the Labour Law Projects Division of Labour Canada's Legislative Research Branch

The terms and conditions of employment at the Mount Wright site were governed by a collective agreement that was decreed to be binding upon all the employees and employers in the Quebec construction industry, pursuant to the Quebec Construction Industry Labour Relations Act. Under the Act, strikes and lockouts were prohibited during the term of the decree. The collective agreement, which was subject to the decree, contained provisions forbidding strikes and lockouts for the period during which the decree was in force.

The union's Director of Canadian Affairs advised Local 740 by letter to instruct its members, then employed at the Mount Wright project, to depart from the job site or be charged under the provisions of the union's constitution. This information was also imparted to all the union's Canadian locals. The director's action was taken in support of the union's position in an industrial dispute. Thereafter, some 45 members of Local 740 left the project.

The company requested Local 740 to persuade its members to return to their jobs but the local's business manager refused to do so. The Company then instituted an action in the Supreme Court of Newfoundland alleging that Local 740 had conspired to effect an unlawful strike and asking the Court to order the workers back to work.

In ordering the workers back to work, Judge Noel of the Newfoundland Supreme Court decided that although the wrong suffered by the company, that is, the illegal strike by its employees in violation of the terms of the collective agreement, had been committed abroad (i.e., in the province of Quebec), it was nevertheless actionable in the province of Newfoundland, for the following reasons: (1) the wrong was of such character that it would have been *actionable* if it had been committed in Newfoundland and; (2) the act was *not justifiable* by the law of the place where it was done (i.e., in Quebec).

* Comstock (Quebec) Limited and United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, Local 740

Fifty Years Ago

A new management co-operation plan on the CNR, over-production and unemployment in the United States, the human factor in industry, and first-aid competitions on the CPR, were among topics discussed in the November 1925 issue of *The Labour Gazette*.

CNR Co-operation Plan—Approval of a new management co-operation plan on the Canadian National Railways was expressed by the American Federation of Labor at its 45th annual convention.

Twenty-five thousand men employed in the maintenance-of-equipment departments of the CNR participated in the plan. Some of the benefits expected to result from it were: labour unions would be fully recognized and accorded constructive functions in the industry; steadier employment would be secured by a better division of work; grievances and industrial problems would be dealt with by consultation; and the quality and quantity of products and service to the public would be improved. The plan, adopted in February 1925, at the Canadian National motive power shops and car-shops at Moncton, N.B., was put into effect at several other railway division points of the system.

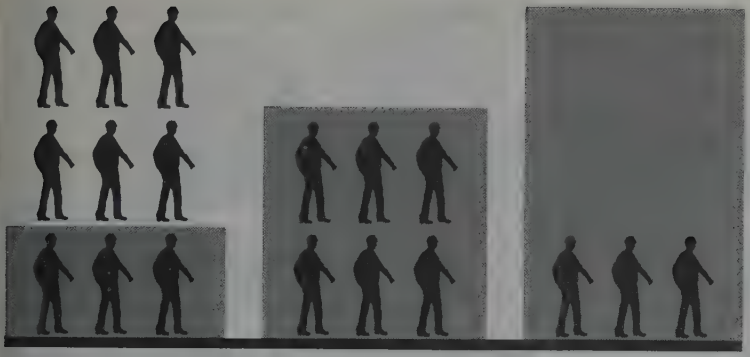
Over-production and Unemployment—Employment conditions might be rendered more stable by a system of state regulation of production and prices, the United States Secretary of Labor, James J. Davis, said in an address published in the *Monthly Labor Review* (October 1925). "Nothing worries a working man," he said, "so much as that ever-present dread of losing his job; that ever-haunting fear of a layoff for an indefinite period, which may come, and generally does come, right at the time when he is least prepared or able to stand it. A man may be perfectly secure in his job—that is to say, have no fear of discharge—and his relations with his employer may be perfectly good, but this gives him no protection from a layoff. He is not able to keep his employment when the employer cannot sell the product of his labour.

"The greatest source of unemployment in this country is the over-development of industry. The fact is that our productive machinery and equipment cannot run 300 days in the year without producing a stock so large that it cannot all be sold in this country or in any or all other countries."

After showing that unregulated production is the cause of unemployment in the boot and shoe, flour and coal-mining industries, the Secretary of Labor said: "Let us...discuss the question of remedy. What I want is some way by which the 84 mines in Illinois...can be operated with the necessary number of men 300 days in a year; that the cost of operating unnecessary mines shall be stopped; that the practice of scattering the workers in industry over nearly five times the number of plants necessary to produce the required amount of coal, and thereby giving less work than a man can live upon at any sort of wage, shall be stopped..."

Human Factor in Industry—In order to compare the standing of Great Britain and the United States with regard to the organized study of the human factor in industry, the secretary of the Industrial Fatigue Research Board of Great Britain visited the United States. Some of the results of his observations were published in the *Journal of Industrial Hygiene*, official publication of the American Association of Industrial Physicians. He found that the United States was in advance of England in two respects. First, in the co-operation of the engineer and technician with the physiologist; and second, in the extent to which employers and employees combine forces to attain some specific objective.

First Aid Competitions on CPR—Competitions in First Aid to the Injured for Canadian Pacific Railway trophies, representing championships of the various districts of the system, eastern lines, western lines and all-lines, among employees of the company, were conducted annually by the Canadian Pacific Railway Council of the St. John Ambulance Association. Each team was composed of five men who held First Aid certificates or higher awards. The first series of competitions held were those to decide the championship of each district. There was no limit to the number of competing teams in these competitions, but the men composing them had to be employed in the district represented by the trophy for which they competed. The winning team then competed for the trophies representing the championship of Eastern or Western Lines. The tests given in 1925 dealt with—spinal injury in roundhouse pits; injuries resulting from airplane accidents; men falling through glass roofs of railway station concourses; asphyxiation from gases in garages; and other forms of accidents which might at any time have occurred at work, at home or in sport.



PRICES & EMPLOYMENT

Consumer, August

In August, Statistics Canada, for the first time, published its Consumer Price Index with a time reference base of 1971 = 100 instead of the old base of 1961 = 100.

The index advanced 1.0 per cent to 141.2 in August from 139.8 in July. Food prices, which also moved up 1.0 per cent, accounted for nearly 30 per cent of the increase. The index for all-items excluding food rose 0.9 per cent in August. Between August 1974 and August 1975, the total CPI advanced 11.1 per cent.

Over one half of the 1 per cent rise in the food index in August was attributable to higher pork quotations, which on average at the beginning of August, were 6.9 per cent higher than in the previous month. Higher egg prices and increased charges for food consumed away from home also contributed significantly to this advance. Sugar prices, after declining in the preceding eight months, rose 19.6 per cent. But these increases were offset by lower quotations for fresh vegetables, down 12.0 per cent, and the continued downward movement of prices for margarine and other fats and oils.

The rise of 0.9 per cent in the index for all-items excluding food was attributable mainly to higher shelter costs for both owned and rented accommodation, as well as generally increased prices for gasoline in some provinces. Haircut prices were also up, but clothing prices showed little overall movement, as has been the case since earlier this year.

On a seasonally adjusted basis, the all-items Consumer Price Index advanced 0.9 per cent between July and August including a 0.7 per cent increase in the food index and a 0.9 per cent rise in the index for all items excluding food. In August the current annual rate of change in the CPI, based on the seasonally adjusted movement since three months earlier, was 13.9 per cent, a rate similar to that experienced in the latter part of 1974.

City consumer, August

Consumer price indexes advanced in all regional cities in August over July with increases ranging from 0.7 per cent in Toronto and Vancouver to 2.6 per cent in St. John's. In other cities the advance was: 1.0 in Ottawa, Thunder Bay, and Saskatoon; 1.1 in Winnipeg and Regina; 1.2 in Montreal; 1.4 in Edmonton and Halifax; 1.5 in Calgary; 1.8 in Quebec City; and 2.2 in Saint John. The percentage increase from August 1974 to August 1975 was: 13.3 in Saint John; 13.0 in Winnipeg; 12.9 in St. John's; 11.8 in Calgary; 11.6 in Edmonton; 11.4 in Saskatoon; 11.3 in Montreal; 11.0 in Thunder Bay; 10.9 in Toronto; 10.8 in Vancouver; 10.6 in Quebec City and Regina; and 9.6 in Ottawa.

Employment, August

The seasonally adjusted employment level for the week ended August 16 was 9,298,000, down by 18,000 from

July, Statistics Canada reported. Employment decreased by 22,000 among people in the 14 to 24 age group. Employment of women 25 and over increased by 8,000 but there was little change for men 25 and over.

On a provincial basis, the employment level declined in Newfoundland by 5,000; in New Brunswick by 3,000; in Quebec by 25,000; and in Saskatchewan by 5,000. The level increased in Ontario by 13,000; in Manitoba by 3,000 and in Alberta by 5,000. In Prince Edward Island and British Columbia there was little or no change.

Without seasonal adjustment, the labour force was estimated at 10,402,000 with 9,779,000 people employed and 623,000 unemployed—an unemployment rate of 6.0 per cent. In July, the workforce was 10,479,000 with 9,826,000 employed and 653,000 unemployed—a rate of 6.2 per cent.

Unemployment, August

The seasonally adjusted unemployment rate for Canada was 7.3 per cent in August, an increase of 0.1 from July, Statistics Canada reported. For those 14 to 24 years of age the rate increased 0.4 per cent to 12.7 per cent. For men 25 and over it was up 0.1 per cent to 5.6 per cent and for women in that age group the rate was increased by 0.1 per cent to 4.8 per cent.

The unemployment rate increased by 2.1 per cent to 21.0 per cent in Newfoundland; 0.9 per cent to 7.9 per cent in Nova Scotia; 1.2 per cent to 11.9 per cent in New Brunswick; 0.1 per cent to 8.9 per cent in Quebec; 0.9 per cent to 3.5 per cent in Manitoba; and 1.3 per cent to 9.2 per cent in British Columbia. The rate declined by 0.1 per cent in Ontario to 6.2 per cent; 0.2 per cent in Saskatchewan to 2.7 per cent; and by 0.3 per cent in Alberta to 4.1 per cent.

The adjusted unemployment level increased by 12,000 to 736,000 in August. For men 25 years and over the level advanced by 4,000 and it also advanced by 4,000 for women in that age group. For those aged 14 to 24, the increase was 10,000.

The unemployment level increased in Newfoundland, Nova Scotia, New Brunswick, Manitoba and British Columbia, and decreased in Ontario and Alberta. The other provinces showed little change.

"With so much unemployment around, why don't we bring out a 'Get work soon.' card?"

During August the Minister of Labour appointed conciliation officers to deal with the following disputes:

Sanborn's Motor Express Inc., Yarmouth, N.S. and Teamsters, Chauffeurs, Warehousemen and Helpers, Local 927 (Conciliation Officer: C.A. Ogden).

Maritime Employers Association, Port of Saint John, N.B. and International Longshoremen's Association, Local 1764 (representing a unit of employees including checkers and cargo repairmen and a unit of maintenance employees with Brunterm Limited) (Conciliation Officer: R.L. Kervin).

Radio Futura Ltd. (CKVL), Verdun, Qué. and le Syndicat général de la radio (CSN) CKVL (Conciliation Officer: S.T. Payne).

Great Lakes Airlines Limited, Sarnia, Ont. and Canadian Air Line Flight Attendants' Association (Conciliation Officer: K. Hulse).

Montréal Boatman Limited and Canadian Brotherhood of Railway, Transport and General Workers (representing a unit of employees classified as captain and sailor at the Port of Montréal) (Conciliation Officer: S.T. Payne).

Voyageur (1969) Inc., Montréal, Qué. and l'Union des Chauffeurs de camions, hommes d'entrepôts et autres ouvriers (Conciliation Officer: G.R. Doucet).

Alberta Wheat Pool, Vancouver, B.C. and Grain Workers Union, Local 333 (representing a unit of office employees) (Conciliation Officer: J.M. Collins).

National Harbours Board, Vancouver, B.C. and Vancouver Harbour Employees Association, Local 517, I.L.W.U. (representing the outside group and office group) (Conciliation Officer: D.H. Cameron).

Eastern Asbestos Interprovincial Inc., St-Hubert, Qué. and Transport Drivers, Warehousemen and General Workers (Conciliation Officer: S.T. Payne).

Transair Limited, Winnipeg International Airport, Winnipeg, Man. and Canadian Air Line Pilots' Association (Conciliation Officer: A.E. Koppel).

KLM Royal Dutch Airlines and International Association of Machinists and Aerospace Workers (representing a unit of freight handling department employees at Toronto and Montréal International Airports) (Conciliation Officer: G.R. Doucet).

Consolidated Aviation Fueling of Toronto Limited, Toronto International Airport, Malton, Ont. and International Association of Machinists and Aerospace Workers (representing a unit of fueling and fueling maintenance employees) (Conciliation Officer: H. Bartenbach).

Settlements by conciliation officers. Maritime Employers Association (acting for and on behalf of the Shipping Federation of Canada Inc.), Port of Saint John, N.B. and International Longshoremen's Association, Local 273 (Conciliation Officers: C.A. Ogden and R.L. Kervin) (LG, October).

Québec North Shore and Labrador Railway Company, Sept-Iles, Qué. and Brotherhood of Locomotive Engineers, Local 743 (Conciliation Officer: M.K. Carson) (LG, October).

Maritime Employers Association and International Longshoremen's Association, Local 1842 (representing a unit of longshoremen at the Port of Toronto) (Conciliation Officer: T.B. McRae) (LG, August).

Keith MacKinnon Transport Limited, Charlottetown, P.E.I. and Construction and General Labourers and General Workers in Construction Industrial and Commercial, Local 1079-A (Conciliation Officer: C.A. Ogden) (LG, October).

Disputes in which there was no further conciliation action under Canada Labour Code (Part V—Industrial Relations).

Cominco Ltd. (Pine Point Operations), Pine Point, N.W.T. and United Steelworkers of America (Conciliation Officer: D.H. Cameron) (LG, October).

Canadian National Railway Company and United Transportation Union (representing a unit of bus drivers in Road Cruiser Highway Bus Service in Newfoundland) (Conciliation Officer: W.J. Gillies) (LG, October).

Great Lakes Pilotage Authority, Cornwall, Ont. and Public Service Alliance of Canada (representing a unit of office employees and marine dispatchers) (Conciliation Officer: K. Hulse) (LG, October).

Skyline Cablevision Limited, Ottawa, Ont. and Teamsters, Chauffeurs, Warehousemen and Helpers, Local 91 (Conciliation Officer: H. Bartenbach) (LG, August).

Denison Mines Limited, Elliot Lake, Ont. and United Steelworkers of America (representing a unit of security guards) (Conciliation Officer: H. Bartenbach) (LG, October).

Settlements reached following decision to take no further conciliation action under Canada Labour Code (Part V—Industrial Relations). Great Lakes Pilotage Authority, Cornwall, Ont. and Public Service Alliance of Canada (representing a unit of office employees and marine dispatchers) (Conciliation Officer: K. Hulse) (LG, October).

Skyline Cablevision Limited, Ottawa, Ont. and Teamsters, Chauffeurs, Warehousemen and Helpers, Local 91 (see above).

Strike action following decision to take no further conciliation action under Canada Labour Code (Part V—Industrial Relations). Canadian National Railway Company and United Transportation Union (representing a unit of bus drivers in Road Cruiser Highway Bus Service in Newfoundland) (Conciliation Officer: W.J. Gillies) (strike action commenced August 24, 1975) (see above).

Conciliation commissioner appointments. Canadian Broadcasting Corporation and National Association of Broadcast Employees and Technicians (Conciliation Commissioner: Stanley H. Hartt).

Air Canada and Canadian Air Line Flight Attendants' Association (Conciliation Commissioner: Professor Joseph C. Smith) (LG, October).

Eastern Provincial Airways (1963) Limited, Gander, Nfld. and Canadian Air Line Pilots' Association (Conciliation Commissioner: Rolf Hattenhauer) (LG, October).

Multiple Access Limited (Broadcasting Division CFCF-TV, CFCF-AM, CFQR-FM, CFCX), Montréal, Qué. and National Association of Broadcast Employees and Technicians (Conciliation Commissioner: Pierre Dufresne) (LG, October).

Cominco Ltd. (Con-Rycon Property), Yellowknife, N.W.T. and United Steelworkers of America (Conciliation Commissioner: D.A. Stewart) (LG, October).

Conciliation Commissioner reports received. National Harbours Board (Montréal Harbour) (Montréal, Qué. and United Transportation Union, Local 1673 (Conciliation Commissioner: Pierre Dufresne) (LG, October).

Edmundston Radio Limited, Edmundston, N.B. and le Syndicat des communications de la République du Madawaska, Section CJEM (CSN) (Conciliation Commissioner: Pierre Dufresne) (LG, August)

Conciliation commissioner settlement. Atomic Energy of Canada Limited (Whiteshell Nuclear Research Establishment), Pinawa, Man. and United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local 254 (Conciliation Commissioner: J.F. O'Sullivan) (LG, October).

Strike action following conciliation commissioner procedure. S.M.T. (Eastern) Limited, Saint John, N.B. and Amalgamated Transit Union, Local Division 1229 (representing a unit of bus drivers, maintenance, express and ticket agents) (Conciliation Commissioner: Lorne O. Clarke, Q.C.) (strike action commenced August 2, 1975).

Atomic Energy of Canada Limited (Commercial Products), Ottawa, Ont. and Ottawa Atomic Workers Union, Local 1541 (CLC) (Conciliation Commissioner: Judge J.C. Anderson)

strike action commenced August 7, 1975).

Strike terminated. United Air Lines, Inc., Vancouver International Airport, Vancouver, B.C. and International Association of Machinists and Aerospace Workers, Local Lodge 1500 (work resumed on August 14, 1975).

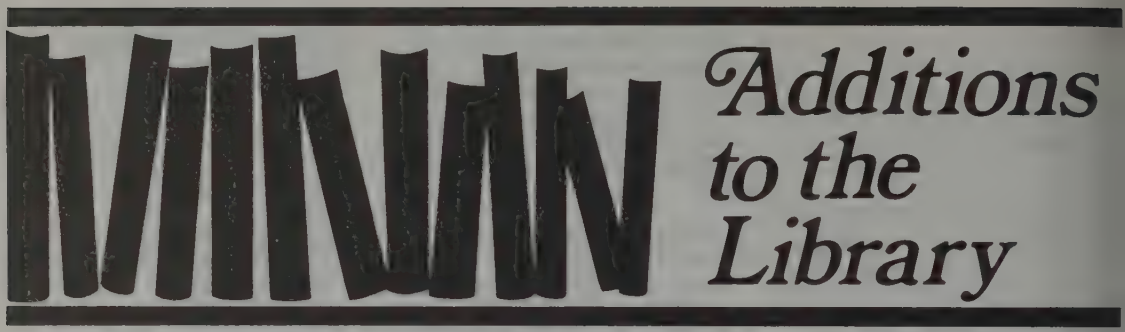
Conciliation Board report received. Canadian National Railway Company, Montréal, Qué. and Canadian National Railways Police Association (representing a unit of employees classified as sub-inspector, investigator and special agents) (LG, April).

Settlement reached by Conciliation Board. Canadian National Railway Company, Montréal, Qué. and Canadian National Railways Police Association (representing a unit of employees classified as sub-inspector, investigator and special agents) (see above).

Appointment of Mediator under Section 195. Atomic Energy of Canada Limited (Chalk River Nuclear Laboratories), Chalk River, Ont. and International Union of Operating Engineers, Local 920 (representing a unit of stationary engineers, power house mechanics and equipment operators) (Mediator: H.A. Fisher) (LG, October).

National Harbours Board (Montréal Harbour), Montréal, Qué. and United Transportation Union, Local 1673 (Mediator: M.K. Carson) (see above).

Strike action terminated at the mediation stage. Atomic Energy of Canada Limited and Society of Professional Engineers and Association of Atomic Energy of Canada Limited (representing a unit of professional employees with Power Projects, Sheridan Park, Mississauga, Ont.) (strike action terminated August 30, 1975 with the mediation assistance of A.R. Gibbons and H.R. Bartenbach) (LG, October).



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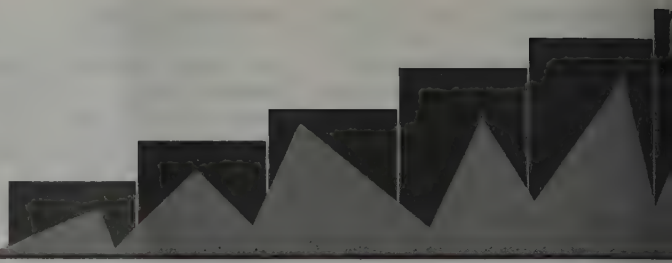
labour statistics



Principal Items	Date	Amount	Percentage Change from Previous Month		Percentage Change from Previous Year	
TOTAL CIVILIAN LABOUR FORCE*		(in thousands)				
Week ended August 16, 1975		10,402	–	0.7	+	2.5
Employed	August 1975	9,779	–	0.5	+	0.8
Agriculture	"	579	+	1.8	+	6.8
Non-agriculture	"	9,199	–	0.6	+	0.4
Paid workers	"	8,699	–	0.4	+	0.6
At work 35 hours or more	"	7,016	+	6.4	+	0.6
At work less than 35 hours	"	1,187	–	6.2	+	0.1
Employed but not at work	"	1,576	–	19.8	+	1.7
Unemployed	"	623	–	4.6	+	39.4
Atlantic	"	76	–	1.3	+	31.0
Quebec	"	206	–	4.2	+	29.6
Ontario	"	207	–	8.8	+	47.9
Prairies	"	45	–	11.8	+	36.4
British Columbia	"	90	+	8.4	+	57.9
Without work and seeking work	"	577	–	7.2	+	35.8
On temporary layoff up to 30 days	"	46	+	48.4	+	109.1
INDUSTRIAL EMPLOYMENT (1961 = 100)†	May 1975	142.4	+	2.7	–	0.6
Manufacturing employment (1961 = 100)†	"	128.1	+	2.0	–	5.5
IMMIGRATION	First Quarter 1975	43,448		–	–	4.1
Destined to the labour force	"	19,877		–		–
STRIKES AND LOCKOUTS						
Strikes and lockouts	July 1975	273	+	3.8	+	15.7
No. of workers involved	"	115,192	+	84.3	+	6.8
Duration in man days	"	1,299,840	+	54.8	+	27.3
EARNINGS AND INCOME						
Average weekly earnings (ind. comp.)†	May 1975	200.12	+	1.4	+	14.1
Average hourly earnings (mfg.)†	"	5.01	+	1.0	+	17.3
Average weekly hours paid (mfg.)†	"	38.5	–	0.8	–	1.3
Consumer price index (1971 = 100)‡‡	August 1975	141.2	+	1.0	+	11.1
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡	May 1975	140.6	–	1.2	+	4.8
Total labour income (millions of dollars)†	July 1975	7,334.9	+	0.9	+	14.8
INDUSTRIAL PRODUCTION†						
Total (average 1961 = 100)	July 1975	208.8	–	0.2	–	5.0
Manufacturing	"	205.8	–	0.2	–	4.8
Durables	"	239.4	+	1.6	–	4.4
Non-durables	"	179.4	–	2.1	–	5.3
NEW RESIDENTIAL CONSTRUCTION**						
Starts	July 1975	18,784		–	+	17
Completions	"	13,577		–	–	18
Under construction	"	131,342		–	–	21

*Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of Statistics Canada, which in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
†Advance data.
‡Preliminary.
**Centres of 10,000 population or more.
‡‡Effective with the index for August 1975, the Consumer Price Index has been converted from a 1961=100 to a 1971=100 time reference base.

STRIKES AND LOCKOUTS

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to 10 or more man-days. The number of workers involved includes all workers reported on strike or lockout, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

STRIKES AND LOCKOUTS, 1970-1975

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
				Duration in Man-Days	
		Strikes and Lockouts	Workers Involved	Man-Days	Percentage of Estimated Working Time
1970	503	542	261,706	6,539,560	0.39
1971	547	569	239,631	2,866,590	0.16
1972	556	598	706,474	7,753,530	0.43
1973	677	724	348,470	5,776,080	0.30
1974	1,170	1,216	592,220	9,255,120	0.46
1974:					
July	130	236	107,848	1,021,110	0.55
August	120	241	73,157	858,910	0.47
September	95	229	67,085	718,070	0.45
October	95	210	63,418	686,480	0.39
November	95	203	77,474	481,580	0.30
December	31	130	25,478	317,110	0.20
1975:					
January	107	183	44,341	433,110	0.25
February	61	153	37,459	370,830	0.24
March	65	162	46,403	491,230	0.31
April	92	202	45,671	588,224	0.34
May	103	251	107,628	680,950	0.38
June	93	263	62,494	839,410	0.48
July	92	273	115,192	1,299,840	0.69

Preliminary.

STRIKES AND LOCKOUTS, JULY, 1975, BY JURISDICTION (PRELIMINARY)

Jurisdiction	Number Beginning During Month	In Effect During Month		
		Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	3	11	4,886	56,220
Prince Edward Island	-	-	-	-
Nova Scotia	2	7	1,084	22,220
New Brunswick	1	6	874	6,640
Quebec	19	88	20,127	308,330
Ontario	44	102	45,138	451,350
Manitoba	1	7	1,768	37,370
Saskatchewan	1	5	648	12,060
Alberta	3	12	7,058	135,660
British Columbia	10	24	23,808	244,880
Federal	8	11	9,801	25,110
All jurisdictions	92	273	115,192	1,299,840

STRIKES AND LOCKOUTS, JULY, 1975, BY INDUSTRY (PRELIMINARY)

Industry	Number Beginning During Month	In Effect During Month		
		Strikes and Lockouts	Workers Involved	Man-Days
Forestry	2	3	1,100	15,500
Mines	6	22	22,492	235,990
Manufacturing	38	114	45,166	573,400
Construction	16	54	26,457	349,250
Transpn. & utilities	16	24	11,491	31,130
Trade	4	13	867	8,540
Finance	-	3	2,194	48,170
Service	5	26	1,364	25,380
Public administration	5	14	4,061	12,480
All industries	92	273	115,192	1,299,840

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JULY, 1975 (PRELIMINARY)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-days: July	Duration in Man-days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Forestry						
Societé forestière Domtar Ltée., Dolbeau, Qué.	Féd. des travailleurs forestiers du Québec (Ind.)	250	5,500	34,500	Jan. 16	Sympathy strike–
The James MacLaren Co. Ltd., Mont Laurier, Buckingham, Qué. Buckingham, Qué.	Carpenters Loc. 2817 (AFL-CIO/CLC)	600	9,000	9,000	July 11	Wages, fringe benefits–
The E.B. Eddy Co., Ottawa & Gatineau River, Que.	Carpenters Loc. 2817 (AFL-CIO/CLC)	250	1,000	1,000	July 28	Not reported–
Mines						
METAL						
Wabush Mines, Wabush Nfld.	Steelworkers Loc. 6285 (AFL-CIO/CLC)	575	12,730	51,740	Mar. 28	Wages–
Steep Rock Iron Mines Ltd., Caland Ore Co. Ltd., Atikokan, Ont.	Steelworkers Loc. 3466 & 5855 (AFL-CIO/CLC)	820	15,810	40,990	May 18 July 28	Wages, fringe benefits– Return of workers–
International Nickel Co. of Canada, Sudbury, Ont.	Steelworkers Loc. 6500 (AFL-CIO/CLC)	13,500	96,430	96,430	July 10 July 20	Wages, fringe benefits– Return of workers–
Iron Ore Co. of Canada, Labrador City, Nfld.	Steelworkers Loc. 5795 AFL-CIO/CLC	2,267	2,430	2,430	July 13 July 14	Protesting disciplinary action against 4 truck drivers–
International Nickel Co. of Canada, Sudbury, Ont.	Steelworkers Loc. 6500 (AFL-CIO/CLC)	175	1,050	1,050	July 24	Protesting insufficient travel allowance–
Coleman Collieries Ltd., & Grande Resource Management Coleman, Alberta	United Mine Workers Loc. 2633 CLC	148	440	440	July 9 July 12	Travel time pay, wash room conditions– Settled by mutual agreement of parties–
NON-METAL						
Asbestos Corp. Ltd., Thetford Mines, Que.	Fed'n of Metal Trade Unions C.N.T.U.	1,956	43,030	185,820	Mar. 18	Wages. COLA clause, working conditions–
Lake Asbestos of Quebec Ltd., Black Lake, Que.	Steelworkers loc 7649 (AFL-CIO/CLC)	525	11,550	49,890	Mar. 18	Wages, COLA clause, working conditions–

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JULY, 1975 (PRELIMINARY) (CONT'D)

Industry Employer Location	Union	Workers Involved	Duration in Man-days July	 Accumulated	Starting Date Termination Date	Major Issues Result
Bell Asbestos Mines Ltd., Thetford Mines, Que.	Steelworkers Loc. 8026 & 7285 (AFL-CIO/CLC)	440	9,680	41,800	Mar. 18	Wages, COLA clause, working conditions–
Carey Canadian Mines Ltd., East Broughton, Que.	Fed'n of Metal Trade Unions C.N.T.U.	370	8,140	35,150	Mar. 18	Wages, COLA clause, working conditions–
National Asbestos Mines Ltd., Thetford Mines, Que.	Fed'n of Metal Trade Unions C.N.T.U.	170	3,740	16,150	Mar. 18	Wages, COLA clause, working conditions–
Potash Co. of America, Patience Lake, Sask.	Steelworkers Loc. 189 (AFL-CIO/CLC)	180	2,310	14,020	Apr. 1 July 19	Wages– Settled by mutual agreement–
Duval Corp. of Canada, Saskatoon, Sask.	Steelworkers Loc. 7458 (AFL-CIO/CLC)	310	6,860	23,130	Apr. 18	Wages, job classification–
Canadian Salt Co., Windsor, Ont.	Auto Workers Loc. 195 & 240 CLC	323	7,110	13,890	Apr. 28	Not reported–
Aluminum Co. of Canada, St-Lawrence, Nfld.	Fed'n of Metal Trades, Mines & Chemical Products Union C.N.T.U.	400	8,800	15,200	June 9	Not reported–
Manufacturing						
FOOD & BEVERAGES						
Quebec Poultry Ltd., Quebec, Que.	Fed'n du Commerce CSN	360	6,480	33,120	Mar. 17 July 28	Master agreement– Wage increases and other matters settled–
La Cie Québec Poultry Ltée, St-Jean Baptiste de Rouville, Que.	Fed'n du Commerce CSN	600	10,800	48,000	Apr. 3 July 28	Master agreement– Wage increases and other matters settled–
Aliments Flamingo, Ste Rosalie, Que.	Fed'n du Commerce CSN	125	2,250	10,010	Apr. 3 July 28	Master agreement– Wage increases and other matters settled–
Abattoir Berthier Inc., Bethierville, Que.	Fed'n du Commerce CSN	207	3,520	16,360	Apr. 3 July 25	Master agreement– Return of workers following settlement–
Molson's Brewery, Vancouver, B.C.	Brewery Wkrs. Loc. 300 (AFL-CIO/CLC)	165	3,630	8,310	May 20	Not reported–
General Foods Ltd., Lasalle, Que.	Food & Allied Wkrs Loc. P-766 (AFL-CIO/CLC)	450	9,900	21,380	May 27	Wages, fringe benefits–

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JULY, 1975 (PRELIMINARY) (CONT'D)

Industry Employer Location	Union	Workers Involved	Duration in Man-days July	 Accumulated	Starting Date Termination Date	Major Issues Result
B.C. Sugar Refinery, Vancouver, B.C.	Retail Wholesale Employees Loc. 517 (AFL-CIO/CLC)	253	5,570	10,880	June 2	Wages–
Omstead Foods Ltd., Wheatley, Ont.	Teamsters Loc. 880 (Ind.)	420	9,240	13,020	June 17	Wages, fringe benefits, other contract issues–
Weston Bakeries Ltd., Toronto, Ont.	Teamsters Loc. 647 (Ind.)	340	7,480	9,520	June 23	Wages, other contract issues–
United Co-operative of Ontario, Peterborough, Ont.	Food & Allied Wkrs. Loc. P-1116 (AFL-CIO/CLC)	250	4,250	4,250	July 9	Wages, fringe benefits, other contract issues–
Canada Packers Poultry, Walkerton, Ont.	Food & Allied Wkrs. Loc. P-1105 (AFL-CIO/CLC)	325	2,930	2,930	July 10 July 23	Wages– Settled by mutual agreement–
Société Coop. Avicole Régionale St-Damase, St-Damase, Qué.	Fed. du Commerce CSN	249	2,490	2,490	July 18	Wages, fringe benefits–
Fisheries Ass'n of B.C., Various Locations, B.C.	United Fishermen Various Locals CLC	7,000	35,000	35,000	July 25	Wages, fringe benefits–
RUBBER						
Imco Containers (Canada) Ltd., Mississauga, Ont.	Glass & Ceramic Wkrs. Loc. 243 (AFL-CIO/CLC)	180	3,240	7,020	May 26 July 28	Not reported– Not reported–
Lawron Industries Ltd., American Wringer Div., Farnham, Que.	Rubber Wkrs. Loc. 602 (AFL-CIO/CLC)	130	2,080	2,080	July 10	Not reported–
LEATHER						
Dependable Shoe Mfg. Co., Montreal, Que.	Food Wkrs. Loc. L-102 (AFL-CIO/CLC)	136	2,990	2,990	May 15	Not reported–
TEXTILES						
Wabasso Ltd., Trois-Rivières, Que.	United Textile Wkrs. Loc. 322 (AFL-CIO/CLC)	1,000	22,140	60,710	May 8	Wages, fringe benefits–

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JULY, 1975 (PRELIMINARY) (CONT'D)

Industry Employer Location	Union	Workers Involved	Duration in Man-days July	 Accumulated	Starting Date Termination Date	Major Issues Result
Patchogue Plymouth Hawkesbury Mills (Div. of Amoco Canada Petroleum Ltd.) Hawkesbury, Ont.	Woodworkers Loc. 2-600 (AFL-CIO/CLC)	455	10,080	10,080	July 1	Wages, working conditions, lack of ventilation—
Esmond Mills Ltd., Granby, Que.	Fed. Canadienne des travailleurs du textile CSD	450	900	900	July 30	Not reported—
WOOD						
B.C. Forest Products Ltd., Victoria, B.C.	Int'l Woodworkers Loc. 1-118 (AFL-CIO/CLC)	250	1,250	1,250	July 15 July 22	Not reported— Not reported—
FURNITURE & FIXTURES						
Interroyal Corp. Ltd., Cambridge, Ont.	Steelworkers Loc. 4163 (AFL-CIO/CLC)	100	2,200	3,800	June 9	Wages, fringe benefits, COLA—
Vilas Furniture Ltd., Cowansville, Que.	Buildings & Wood Wkrs. CNTU	350	1,050	1,050	July 29	Wages, incentive pay—
PAPER						
Sonoco Products Ltd., Terrebonne, Que.	Fed. des trav. des pâtes et papiers CSN	110	2,420	16,280	Sep. 9/74	Seniority, cost-of-living adjustment—
Rayonnier-Quebec (ITT), Port Cartier, Que.	Canadian Paperworkers Loc. 1125 CLC	225	4,950	32,410	Jan. 8	Suspension of some wkrs—
Emballage Domtar Ltée., Montréal, Qué.	Chemical Wkrs. Loc. 314 (AFL-CIO/CLC)	225	4,950	18,460	Apr. 7	COLA clause—
Perkins Papers Ltd., Candiac, Que.	Fed. des trav. des pâtes et papier et de la forêt CSN	135	2,970	3,510	June 25	Not reported—
Abitibi Paper Co. (Thunder Bay Mill), Thunder Bay, Ont.	Canadian Paperworkers Loc. 249 & 134 CLC	292	4,800	4,800	July 9	Union wants to negociate all Abitibi mills—
Abitibi Provincial Mill, Thunder Bay, Ont.	Canadian Paperworkers Loc. 239 CLC	400	6,290	6,290	July 10	Union wants to bargain for all Abitibi mills—
Abitibi Paper Co. Ltd. (Fort William Div.) Thunder Bay, Ont.	Canadian Paperworkers Loc. 132 (AFL-CIO/CLC)	252	3,780	3,780	July 11	Union wants to bargain for all Abitibi mills

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JULY, 1975 (PRELIMINARY) (CONT'D)

Industry Employer Location	Union	Workers Involved	Duration in Man-days July	 Accumulated	Starting Date Termination Date	Major Issues Result
Abitibi Pulp & Paper Co. Sault Ste Marie, Ont.	Canadian Paperworkers Loc. 67 & 133 CLC	380	5,700	5,700	July 11	Union wants to bargain for all Abitibi mills–
Abitibi Paper Co. Ltd., Iroquois Falls, Ont.	Canadian Paperworkers Loc. 90 & 109 CLC	900	11,570	11,570	July 13	Union wants to bargain for all Abitibi mills–
Abitibi Forest Products Ltd., Sturgeon Falls, Ontario	Canadian Paperworkers Loc. 7135 CLC	358	4,350	4,350	July 15	Union wants to negotiate for all Abitibi mills–
Abitibi Paper Co., Smooth Rock Falls, Ontario	Canadian Paperworkers Loc. 32 CLC	330	4,010	4,010	July 15	Wages, fringe benefits–
Pulp & Paper Industrial Relations Bureau, Various locations, B.C.	Pulp Paper & Woodwkrs. (AFL-CIO/CLC) Canadian Paperworkers CCU	12,580	143,770	143,770	July 16	Wages–
Abitibi Provincial Paper, Thorold, Ont.	Canadian Paperworkers Loc. 290 CLC	700	7,500	7,500	July 17	Wages, fringe benefits–
Scott Paper Ltd., New Westminster, B.C.	Canadian Paperworkers Loc. 456 CLC	480	2,400	2,400	July 25	Wages, fringe benefits–
PRINTING & PUBLISHING						
Imprimerie Montréal-Magog Printing, Magog, Quebec	Printing & Graphic Loc 41 (AFL-CIO/CLC)	152	3,340	9,720	Apr. 21	Not reported–
Douze (12) Co. d'imprimeries, Québec, Qué.	Syndicats National d'imprimerie de Québec CSN	260	5,720	14,560	May 13 Sep. 4	Not reported– Return of workers–
Montreal Star, Montreal, Quebec	Nespaper Guild Loc. 111 (AFL-CIO/CLC)	450	2,630	12,570	May 30 July 9	Wages, fringe benefits– Return of workers–
PRIMARY METALS						
Union Carbide, Beauharnois, Que.	Steelworkers Loc. 5987 (AFL-CIO/CLC)	450	6,430	58,580	Jan. 19 July 21	Working conditions, interpretation of contract– Return of workers–
Emco Limited, London, Ont.	Steelworkers Loc. 2699 (AFL-CIO/CLC)	265	5,830	18,300	Apr. 24	Wages, fringe benefits–

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JULY, 1975 (PRELIMINARY) (CONT'D)

Industry Employer Location	Union	Workers Involved	Duration in Man-days July	 Accumulated	Starting Date Termination Date	Major Issues Result
Quebec Iron & Titanium Corp., Tracy, Que.	Fed. of Metal Trades Mines & Chemical Prod. Union CNTU	930	20,460	39,990	June 1	Not reported–
METAL FABRICATING						
Quebec Wires, Trois-Rivières, Que.	Steelworkers Loc. 7092 (AFL-CIO/CLC)	125	2,750	18,510	Dec. 16	Employees locked out, wages for females–
Greening Donald Ltd., Hamilton, Ont.	Steelworkers Loc. 3325 (AFL-CIO/CLC)	160	3,520	7,680	May 26	Wages–
International Hardware Co. of Canada Ltd., Belleville, Ont.	Moulders & Allied Wkrs. Loc. 428 (AFL-CIO/CLC)	226	4,970	9,490	June 2	Wages–
Robb Engineering Works Ltd., Amherst, N.S.	Steelworkers Loc. 4122 (AFL-CIO/CLC)	170	3,740	3,910	June 28	Wages, other contract issues–
The Pedlar People Ltd., Oshawa, Ont.	Steelworkers Loc. 2784 (AFL-CIO/CLC)	155	3,410	3,570	June 30	COLA clause, wages–
Waltec Industries Ltd., Cambridge, Ont.	Steelworkers Loc. 4045 (AFL-CIO/CLC)	114	2,510	2,510	July 2	Wages, COLA clause–
Columbus McKinnon Ltd., St. Catharines, Ont.	Auto Wkrs. Loc. 199 CLC	200	400	400	July 10 July 14	Suspension of 13 wkrs– Return of workers–
MACHINERY						
National Cash Register, Etobicoke, Ont.	Graphic Arts Loc. 28-B (AFL-CIO/CLC)	121	2,660	10,400	Apr. 1	Wages, fringe benefits–
Farr Company Ltd., Ville de Laval (Mtrl), Que.	CSN – CNTU	100	2,200	7,700	Apr. 14	Not reported–
TRANSP. EQUIPMENT						
Pratt & Whitney of Canada Ltd. formerly United Aircraft), Longueil, Que.	Auto Wkrs Loc 510 CLC Production Workers	742	16,320	718,020	Jan. 7/74	Union security, wages, cost-of-living clause–
Dep't of National Defence, Halifax, N.S. & Esquimalt, B.C.	Dockyards Trades & Labour Council CLC	200	4,400	8,600	May 28	Wages–

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JULY, 1975 (PRELIMINARY) (CONT'D)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-days: July	Duration in Man-days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Hawker Siddeley Canada Ltd., Thunder Bay, Ont.	U.A.W. Loc. 1075 CLC	533	11,730	22,660	June 2	Wage, fringe benefits–
Ferguson Industries Ltd. Pictou, N.S.	Steelworkers Loc. 4702 CLC	350	7,700	9,800	June 23	Wages, fringe benefits–
General Motors of Canada Ltd., St-Catharines, Ont.	Auto Wkrs Loc. 199 CLC	2,200	7,070	7,070	July 18 July 22	Suspension of 1 worker– Return of workers–
ELECTRICAL PRODUCTS						
I.T.T. Wire & Cable, St-Jérôme, Qué.	I.U.E. Loc. 589 (AFL-CIO/CLC)	110	880	5,500	Apr. 27 July 14	Wages– Wkrs accepted co. offers–
GTE Automatic Electric (Canada) Ltd., Brockville, Ont.	I.U.E. Loc. 526 (AFL-CIO/CLC)	1,144	25,170	54,910	May 26	Wages, fringe benefits, union jurisdiction, other contract issues–
Brown Boveri (Canada) Ltée., Lachine, Qué.	Fed. of Metal Trades, Mines & Chemical Products CNTU	500	11,500	11,500	July 1	Wages, fringe benefits–
NON-METALLIC MINERAL PROD						
Can-Force Products Ltd., Edmonton, Alta.	Iron Wkrs. Loc. 776 (AFL-CIO/CLC)	100	1,400	1,400	July 12	Wages,
CHEMICAL PRODUCTS						
Electric Reduction Co. of Canada (ERCO), Long Harbour, Nfld.	Steelworkers Loc. 7428 (AFL-CIO/CLC)	22	387	8,510	May 23	Wages, safety conditions–
Gulf Oil Canada Ltd., Shawinigan, Que.	Fed. of Metal Trades Mines & Chemical Prod. Union CNTU	22	325	7,150	June 2	Not reported–
Brockville Chemicals Ltd. Maitland, Ont.	Chem. Wkrs. Loc. 721 (AFL-CIO/CLC)	1	155	160	July 31	Wages, length of contract–
MISCELLANEOUS MANUF.						
C.C.M. Cho-Wood Prod. Ltd., St-Jean, Que.	International Woodworkers Loc. 78 (AFL-CIO/CLC)	22	285	6,270	July 2	Wages, fringe benefits and other contract issues–

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JULY, 1975 (PRELIMINARY) (CONT'D)

Industry Employer Location	Union	Workers Involved	Duration in Man-days July	Duration in Man-days Accumulated	Starting Date Termination Date	Major Issues Result
Construction						
Construction Labour Relations, Vancouver, B.C.	Carpenters Loc. 1928 & Woodworkers Loc. 1-217 (AFL-CIO/CLC)	213	1,280	12,780	Apr. 15 July 10	Wages– Not reported–
Labour Relation Council of Winn. Builders Exchange, Winn., Man.	Sheet Metal Wkrs Loc. 511 (AFL-CIO/CLC)	450	9,900	28,800	May 1	Wages–
Labour Relation Council of Winn. Builders Exchange, Winn., Man.	Carpenters Loc. 343 (AFL-CIO/CLC)	1,000	22,000	64,000	May 1	Wages, other contract issues–
Labour Relation Council of Winn. Builders Exchange, Winn., Man.	Asbestos Wkrs. (AFL-CIO/CLC)	100	800	4,500	May 8 July 14	Wages, fringe benefits– Return of wkrs. following conciliation–
Lakehead Sheet Metal Contractors' Ass'n, Thunder Bay, Ont.	Sheet Metal Wkrs. Loc. 397 (AFL-CIO/CLC)	250	2,000	9,500	May 20 July 14	Wages, fringe benefits– Settled by mutual agreement–
Nfld. Construction Labour Relations Ass'n., Various locations, Nfld	Bricklayers Loc. 1 (AFL-CIO/CLC)	20	160	5,180	May 20 July 14	Wages– Not reported–
Mechanical Contractors Ass'n., Thunder Bay, Ont.	Plumbers Loc. 628 (AFL-CIO/CLC)	300	1,500	10,500	May 20 July 9	Wages, fringe benefits, union jurisdiction– Return of workers by mutual agreement of parties–
Construction Ass'n of Thunder Bay, Thunder Bay, Ont.	Carpenters Loc. 1669 (AFL-CIO/CLC)	562	7,310	21,920	May 26 July 21	Wages– Settled by mutual agreement–
Mechanical Contractors Ass'n of Toronto, Toronto, Ont.	Plumbers Loc. 46 (AFL-CIO/CLC)	2,100	8,400	63,000	May 26 July 8	Wages, fringe benefits– Settled by mutual agreement–
Stephens Construction and 9 other sites, Sydney, N.S.	Painters Loc. 1945 (AFL-CIO/CLC)	161	3,540	7,751	May 26	Wages, other contract issues–
Sarnia Construction Ass'n, Sarnia, Ont.	Labourers Loc. 1089 (AFL-CIO/CLC)	800	6,400	23,200	June 2 July 14	Wages– Settled by mutual agreement–
Construction Ass'n of Thunder Bay, Northwestern, Ont.	Iron Wrks Loc. 759 (AFL-CIO/CLC)	275	6,050	13,210	June 2	Wages, language of agreement–

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JULY, 1975 (PRELIMINARY) (CONT'D)

Industry Employer Location	Union	Workers Involved	Duration in Man-days July	 Accumulated	Starting Date Termination Date	Major Issues Result
Mechanical Contractors Ass'n of Alberta, Various locations, Alta	Plumbers Loc. 488 (AFL-CIO/CLC)	2,000	44,000	84,000	June 3	Wages, other contract issues–
Canadian Kellog Co. Ltd. Medicine Hat, Alta.	Plumbers Loc. 496 (AFL-CIO/CLC)	130	2,730	5,070	June 5 July 31	Dispute over supervision– Return of workers–
Alberta Construction Labour Relations Ass'n, Calgary, Alta.	Painters Loc. 583 (AFL-CIO/CLC)	300	5,400	10,200	June 7 July 28	Wages– Not reported–
Members of Sault Ste-Marie Builders Exchange Sault Ste-Marie, Ont.	Carpenters Loc. 446 CLC	350	7,700	13,300	June 9	Wages–
Alta Construction Labour Relations Ass'n, Edmonton Alta.	Painters & Allied Trades (AFL-CIO/CLC)	300	6,600	10,800	June 11	Wages–
N.S. Construction Management Labour Bureau, Cape Breton, N.S.	Laborers Loc. 1115 (AFL-CIO/CLC)	120	2,640	4,200	June 12	In support of contract demands–
Alberta Construction Labour Relations Ass'n., Calgary Alta.	Laborers Loc. 1111 (AFL-CIO/CLC)	1,000	8,000	19,000	June 16 July 14	Wages, fringe benefits– Return of workers by mutual agreement of parties–
Nfld. & Labrador Construction Labour Relations Ass'n, & Mechanical Contract, Province-wide, Nfld.	Plumbers Loc. 740 (AFL-CIO/CLC)	1,000	22,000	32,000	June 17	Wages–
Architectural Glass & Metal Contractors Ass'n., Willowdale, Ontario	Painters Loc. 1819 (AFL-CIO/CLC)	275	6,050	8,800	June 17	Wages, fringe benefits–
Grand Valley Construction Ass'n., Cambridge, Ontario	Painters Loc. 1824 (AFL-CIO/CLC)	125	1,000	2,000	June 19 July 14	Wages– Return of workers by mutual agreement of parties–
12 Construction Co., Kitchener, Guelph, Cambridge, Ontario	Sheet Metal Wkrs. Loc. 562 (AFL-CIO/CLC)	160	2,880	4,160	June 19 July 28	Wages– Return of workers by mutual agreement of parties–
Alberta Construction Labour Relations Ass'n., Northern Alberta	I.B.E.W. Loc. 424 (AFL-CIO/CLC)	1,600	35,200	46,400	June 20 Aug. 19	Not reported– Not reported–

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JULY, 1975 (PRELIMINARY) (CONT'D)

Industry Employer Location	Union	Workers Involved	Duration in Man-days July	Duration in Man-days Accumulated	Starting Date Termination Date	Major Issues Result
Mechanical Contractors Ass'n. of Alberta, Calgary, Alberta	Plumbers Loc. 496 (AFL-CIO/CLC)	1,000	22,000	25,000	June 21	Wages, fringe benefits–
Various Contractors of Niagara Peninsula, Niagara Peninsula, Ont.	I.B.E.W. Loc. 303 (AFL-CIO/CLC)	365	2,920	5,110	June 23 July 14	Wages, fringe benefits– Return of workers by mutual agreement–
Windsor Construction Ass'n, Windsor, Ont.	Laborers Loc. 625 (AFL-CIO/CLC)	850	2,550	8,800	June 23 July 7	Not reported– Return of workers by mutual agreement of parties–
Sarnia Construction Ass'n, Sarnia, Ont.	Plumbers Loc. 663 (AFL-CIO/CLC)	800	6,400	8,800	June 26 July 14	Wages, length of contract, other contract issues– Return of workers following settlement–
Ottawa Construction Ass'n, Ottawa, Ont.	Carpenters Loc. 93 (AFL-CIO/CLC)	500	5,000	1,000	July 3 July 16	Wages– Return of workers–
Ottawa Construction Ass'n, Ottawa, Ont.	Structural Iron Wkrs. Loc. 765 (AFL-CIO/CLC)	500	4,500	4,500	July 3 July 16	Wages– Return of workers when agreement reached–
Metro Toronto Home-builders Assoc., Toronto, Ont.	Laborers Loc. 183 (AFL-CIO/CLC)	1,000	2,000	2,000	July 4 July 8	Not reported– Not reported–
Alta Construction Labour Relations Assoc., Northern Alberta	Laborers Loc. 92 (AFL-CIO/CLC)	225	4,280	4,280	July 7	Wages, fringe benefits & other contract issues–
Can-Atom Mon Max, Glace Bay, N.S.	Laborers Loc. 1115 (AFL-CIO/CLC)	162	3,080	3,080	July 7	Wages, fringe benefits–
Kingston Construction Assoc. Kingston, Ont.	Laborers Loc. 247 (AFL-CIO/CLC)	300	4,200	4,200	July 14	Wages–
Construction Ass'n of Thunder Bay, Thunder Bay, Ont.	Carpenters Loc. 2693 (AFL-CIO/CLC)	580	6,300	6,300	July 14 July 29	Wages, hours of work– Return of workers–
Toronto Construction Ass'n. Toronto, Ont.	Carpenters 7 locals (AFL-CIO/CLC)	4,000	56,000	56,000	July 14	Wages, fringe benefits–
Heavy Construction Ass'n. of Windsor Windsor, Ont.	Int. Operating Eng. Loc. 793 (AFL-CIO/CLC)	300	4,200	4,200	July 14	Wages–
Sudbury Construction Ass'n. Sudbury Area. Ont.	Laborers Loc. 493 (AFL-CIO/CLC)	1,300	2,600	2,600	July 17 July 21	Wages– Settled by mutual agreement–

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JULY, 1975 (PRELIMINARY) (CONT'D)

Industry Employer Location	Union	Workers Involved	Duration in Man-days July	 Accumulated	Starting Date Termination Date	Major Issues Result
B.C. Hydro Mica Creek Dam, Mica Creek, B.C.	Teamsters Loc. 213 (Ind) Int'l Operating Eng. Loc. 115 (AFL-CIO/CLC)	199	200	200	July 23 July 24	Protesting dismissal of two workers and a hydro decision– Return of workers–
Niagara Structural Steel Co. Ltd., Douglas Point, Ont.	Int. Operating Eng. Loc. 793 (AFL-CIO/CLC)	125	130	130	July 31	Protesting manning of equipment–
Transportation & Utilities						
TRANSPORTATION						
Commission de Transport de la Communauté Urbaine de Montréal, Montréal, Qué.	Brotherhood of bus drivers, Metro operators & allied Service, Ind.	3,400	3,400	3,400	July 24 July 25	Wages, fringe benefits– Return of workers–
COMMUNICATION						
Télémétropole Inc. (CFTM), Montréal, Qué.	Public Emp. CLC	320	7,090	18,410	May 12	Wages–
B.C. Telephone Co., Vancouver, B.C.	Fed. of Tel. Wkrs. CLC	5,500	5,500	5,500	July 15 July 16	Protesting the suspension of a union official– Return of workers–
New Brunswick Telephone Co., Various locations, N.B.	I.B.E.W. Loc. 1148 (AFL-CIO/CLC)	600	600	600	July 25 July 28	Suspension of one employee– Return of workers–
Téléphone du Nord du Québec Inc., Val d'Or, Québec	Communication Workers Loc. 11 CLC	365	1,560	1,560	July 26	Wages–
POWER, GAS, WATER						
Ottawa Hydro Electric Commission, Ottawa, Ont.	C.U.P.E. Loc. 200 CLC	209	1,790	1,790	July 4 July 16	Wages, pension provisions– Return of workers–
Transport Labour Relations, Various locations, B.C.	Teamsters Loc. 21-213-351 (Ind.)	300	2,700	2,700	July 21	Gas companies protesting union refusal to bargain–
Atomic Energy of Canada Ltd., Mississauga, Ont.	Society of Professional Eng. & Associates	310	1,520	1,520	July 22	Wages other contract issues–

TIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JULY, 1975 (PRELIMINARY) (CONT'D)

dustry nployer ocation	Union	Workers Involved	Duration in Man-days July	Duration in Man-days Accumulated	Starting Date Termination Date	Major Issues Result
rade						
anada Safeway, ominion Stores, conomart, Thunder ay, Ontario	Retail Clerks Loc. 409 (AFL-CIO/CLC)	416	1,730	4,850	June 20 July 8	Wages, fringe benefits– Return of workers–
es Prévoyants du anada, Montréal, Québec	Fed'n du Commerce CSN	190	4,180	12,160	April 22	Wages–
nsurance Corp. of B.C. Province-wide, B.C.	Office Emp. (AFL-CIO/CLC)	1,980	43,760	103,430	May 20	Not reported–
rvice						
ELTH & WELFARE						
Queen Elizabeth Hosp., Montreal, Que.	Social Affairs Fed'n CSN	250	5,540	16,440	May 1	Dispute over an overtime pay–
Flin Flon General Hosp., Flin Flon, Manitoba	Retail Clerks Loc. 832 (AFL-CIO/CLC)	130	2,880	3,720	June 20	Wages, other contract issues–
SINESS						
Brink's Canada Ltd., Montreal, Que.	Teamsters Loc. 931 (Ind)	180	3,960	8,820	May 23	Working conditions, wages, fringe benefits–
COMMODATION & FOOD						
Hotel Newfoundland, St-John's, Nfld.	Hotel & Rest. Wkrs. Loc. 779 (AFL-CIO/CLC)	100	30	30	July 17 July 17	Protesting slowness of negotiations– Return of workers–
blic Administration						
DERAL						
Sollicitor General Dep't (99 prisons), Canada-wide	P.S.A.C. CLC	3,200	3,200	3,200	July 2 July 3	Protesting Gov't policy, mourning death of prison guard– Return of workers–
OVINCIAL						
Centre Berthelet, Montreal, Que.	Fed'n des affaires soc. CSN	225	1,130	2,900	June 20 July 8	Protesting the firing of union president– Return of workers on condition of review of dismissal–

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JULY, 1975 (PRELIMINARY) (CONCL'D)

Industry Employer Location	Union	Workers involved	Duration in Man-days July	 Accumulated	Starting Date Termination Date	Major Issues Result
LOCAL						
Ville de Ste-Foy, Ste-Foy, Québec	Féd. des employés municipaux et scolaires de Québec, (Ind)	170	3,740	6,460	June 9	Not reported–
Cité de Verdun, Verdun, Québec	Fed. of Public Service Employees CNTU	101	710	710	July 7 July 16	Wages– Return of workers–

CANADA DEPARTMENT OF LABOUR PUBLICATIONS

Industrial Relations Research in Canada (annual). An inventory of industrial relations research undertaken by the Department, other government departments, academic institutions and private individuals. Free. Cat. No. L2-29/1973.

ECONOMICS AND RESEARCH BRANCH

Labour Organizations in Canada (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications and the geographic distribution of their local branches in Canada. (Bilingual). Price $1.50. Cat. No. L2-2/1973.

Strikes and Lockouts in Canada (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts show strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. (Bilingual). Price 75 cents. Cat. No. L2-1/1972.

Wage Rates, Salaries and Hours of Labour, 1974. This year the annual report containing the results of the October 1 survey of occupational wage rates and standard hours of work in selected industries appears in 35 separate booklets containing data for each of 35 major communities across Canada. The information is final; there is no preliminary report. In addition to the statistical measures presented in previous years, the 1974 report shows the median and 1st and 3rd quartiles. Information will also be shown by size of establishment and union/non-union for office employees. Various prices. (Bilingual). Cat. No. L2-5/1974 (Booklet No.).

Working Conditions in Canadian Industry, 1974. (Bilingual). Price $2.50. Cat. No. L2-15/1974.

Measuring the Quality of Working Life. Proceedings of a symposium on social indicators of working life. Ottawa, March 19 and 20, 1973. Edited by Alan H. Mortigal. Price $4.00. Cat. No. L41-13/1974.

Productivity, Costs and Prices. An examination of trends in selected manufacturing industries, by Allan A. Porter. 1973. Occasional Paper No. 7. Price $3.75. Cat. No. L41-1173.

WOMEN'S BUREAU

Women's Bureau '69. Papers dealing with the new role of women; discriminatory practices in connection with the recruitment of highly qualified women; and a consideration of the economic value of unpaid domestic services. (Bilingual). Free.

Women's Bureau '70. Papers dealing with discriminatory provisions in legislation and discriminatory practices in conditions of employment; discriminatory practices in academic appointments of women in Canadian universities; and a consideration of the status of the housewife with reference to the labour force. (Bilingual). Free.

Women's Bureau '71. Papers dealing with statistical data on working women; need for perseverance in rectifying injustices affecting working women; actions taken as a result of the Report of the Royal Commission on the Status of Women; and two international agencies with which the Women's Bureau is closely associated (Bilingual). Free.

Women's Bureau '72. Papers dealing with union responsibility for equal opportunity for women; occupational segregation in the health professions; past setbacks in achieving equality; the double jeopardy of socially disadvantaged women. And two communications with the press. (Bilingual). Free.

Women's Bureau '73. Papers dealing with the role of social workers and the status of women; organized labour in relation to working women; the rights of man and the status of women; equality in pensions for working women; and Quebec's contribution to the status of women in Canada. (Bilingual). Free.

Women's Bureau '74. Papers dealing with the compensation of women; women and work in Canada: a study of legislation; Canada's need: the ingredient of women's experience; the economic and academic status of women in relation to their male colleagues; equal pay programs in Canada and the United States; the Canadian scene; and time to reform traditional insurance practices to eliminate sex discrimination. (Bilingual). Free.

Women in the Labour Force. Facts and Figures (1973 edition). 108 tables of statistics on many aspects of women's participation in the labour force. It includes sections on earnings, professions, manpower placements and trainees, historical data and projections. (Bilingual). Free.

Conventions and Laws Relating To Working Women (Bilingual). Free.

LEGISLATIVE RESEARCH BRANCH

Labour Relations Legislation in Canada. A comparative study of the federal and provincial Labour Relations Acts in Canada as they existed at the end of 1968. (A separate reprint is available free on request). Price $3.50. Cat. No. L34-2069.

Labour Standards in Canada. Sets out standards in effect under federal and provincial labour laws regarding child labour, minimum wages, equal pay for equal work, hours of work, weekly rest day, annual vacations with pay, public holidays, fair employment practices, notice of termination of employment, maternity protection (new section) and workmen's compensation. (English or French). Price $1.50. Cat. No. 12-7/1974.

Workmen's Compensation in Canada. Deals with compensation for employment injury, the basic principles underlying the system, and coverage of the provincial Acts as of December 31, 1967. (Information on changes in workmen's compensation laws is published yearly and is available free on request). 1969. (English or French). Price $1.00. Cat. No. L34-1969.

ACCIDENT PREVENTION AND COMPENSATION BRANCH

Safety Perspective Sécurité. Periodical designed to assist employers and employees in up-grading accident prevention programs. (Bilingual). Free. Cat. No. L36-2072.

Canada Occupational Safety Manual. Intended as a guide to persons charged with developing and maintaining an accident prevention program. 1. Planning for Safety. 2. Employment Safety Audit Guide. 3. Accident Investigating and Reporting. (English or French). 50 cents each.

Bibliography, Occupational Safety and Health. Lists some 500 selected holdings of Technical Library. Accident Prevention Division, 1974. Free. Cat. No. L36-23/1974.

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